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"Elimination of the unfair competitive edge now given to Commonw
ships will enable Canadian shipowners and builders to plan for the
kets that will open up to our coastal trade . . . and eventually put Ca
in a position to develop a deep-sea merchant marine." See: Could Th
Step One in the Rebirth of Canada's Merchant Fleet?, by Jim MacSw

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Official Journal
Canada Department of Labour

Vol 73, No. 4/ April 1973

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SOCIAL SCIENCES

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Labour Canada Travail Canada

NEWS BRIEFS

■ **Two pamphlets that discuss topics vital to every person working in the federal jurisdiction have recently been published by the Labour Standards Branch of the Canada Department of Labour.**

One explains aspects of "Equal Wages"—that employers are not permitted to pay employees of one sex lower wages than an employee of the other sex, provided both work in the same establishment and perform the same or similar work under the same working conditions; as well, an employer may not reduce wages to comply with the labour standards.

"Maternity Leave" explains regulations that apply to workers in enterprises that come under the federal jurisdiction.

The pamphlets are part of a continuing series dealing with provisions of the Canada Labour Code (Labour Standards); they are available in English and French, and are free from the Labour Standards Branch of the Canada Department of Labour. Other topics are "Summary" (of the Code), "Minimum Wages," "Group Termination," "Individual Termination," "Severance Pay," and "Hours of Work—Motor Transport."

■ **Job enrichment for Ford dealership employees—an innovation in the Canadian auto industry: Ford of Canada is planning to reimburse sales and service employees** 50 per cent of their tuition fees for extension or night school courses related to their jobs.

William Hawkins, Ford vice-president and general manager, said the remaining 50 per cent would be paid by more than 700 Ford and Mercury dealers across Canada.

He said the program—believed to be the first of its kind in the Canadian automotive industry—is the most significant step ever taken by the company to stimulate job enrichment at the dealership level. It will be available to more than 20,000 Ford dealership employees.

Another Ford program—in existence for several years—reimburses company personnel 100 per cent of their tuition costs for courses related to their work.

■ **The Canadian Manufact Association has launched an cational campaign, designe identify and eliminate pot causes of industrial disputes 8,500-member CMA says Can poor strike record among int tional competitors has hurt recent years.**

The campaign consists of a of training manuals for forem five-booklet training pa dealing with industrial relati its most basic level: the han of routine grievances. Two of preparation went into the effort.

About 1,000 Canadian firm now using the training pac which is also being made ava in French. Similar training ma for use by union officials won widespread acceptanc the United States.

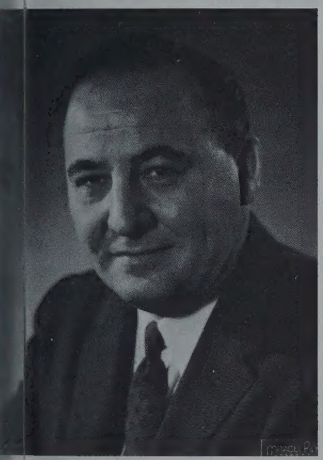
Though management is awar unions are doing an increa better job in training their plant representatives, the views its venture as **"an oppo ity to fill an obvious gap in corporate industrial relation grams."**

The Association says "there growing feeling that strikes a often decided upon at the gaining table. Many wage mands in fact disguise dissat tion with conditions in the pl

"Perhaps we can overcome t titude of some union empl that strikes in many cases are ply a means of teaching the pany a lesson."

Although designed for ma turing plants, the training pa will be applicable to almost sphere of business activity the CMA.

Villiam Mahoney has won ...ter 4-year term as National ...etor of the 170,000-member ...dian section of the United ...eworkers of America. He de...ted his opponent Donald ...rgomery in the February 13 ...con by a margin of 25,316 ...e to 15,369. It was the first

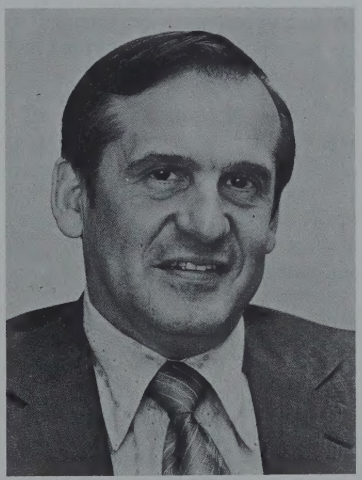


Villm Mahoney

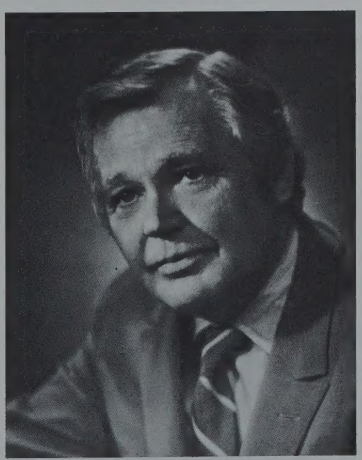
...that Mahoney had fought a ...ested election since he be...m national director of the ...ion in 1956.

...ahney has been involved with ...ns since joining the Algoma ...eworkers' Union in 1937. After ...e Algoma Steelworkers joined ...e United Steelworkers of Amer...a, Mahoney became a full-time ...afrepresentative for the union. ...te working for the CLC as direc... of organization for western ...nada, he became assistant to ...e national director of the Steel...rkers in 1949. In 1956 he re...lacd Charles Millard to become ...tig national director. Since ...erhe has been confirmed in of...ce ...y four referendum elections. ...onld Montgomery, the only ...the contestant for national di...ctr, is the Toronto area super...so for the Steelworkers and is ...so the President of the Labour ...ucil of Metropolitan Toronto.

...te same election, Lynn Wil...am was chosen to replace retiring Larry Sefton as Director of District 6. Williams defeated Harry Greenwood, recording secretary for Local 1005 in Hamilton, despite the support given to Greenwood by some large Steelworker locals. Since 1956, Williams has been working with the Steelworkers, starting as an organizer and district supervisor. In 1965 he went to work for Sefton in the district office in Toronto, helping in bargaining and such administrative tasks as co-ordinating regional conferences. When Sefton announced his retirement, he named Williams as his chosen successor.



Lynn Williams



Larry Sefton

Jean Guérin-Lajoie was returned by acclamation as Director of District 5, covering Québec and eastern Canada.

Sefton's retirement was announced on October 6. Giving poor health as the reason for retirement, he noted his 31 years of service with the union, adding, "so you will understand how difficult it has been to step down from the directorship, for working for the union has been my whole adult life."

Main issues in the election centred around calls for greater service and communication to members as well as long-term planning. Union bureaucracy and lack of initiative were criticized by Montgomery in his challenge for the national directorship. District 6, covering the area of Ontario to the West Coast, focused its attention on British Columbia, where independent unions have taken over the Steelworker local at Kitimat and are threatening to take the Cominco workers in Trail. Poor service by the Steelworkers was cited as a major reason for the dissatisfaction in B.C.

■ The Supreme Court of Canada has decided not to hear the appeal of Marcel Pepin, President of the Confederation of National Trade Unions (CNTU), Louis Laberge, President of the Québec Federation of Labour (QFL), and Yvon Charbonneau, President of the Québec Teachers' Corporation (QTC). The appeal concerned the judgment against the three men, given on May 8, 1972 by Judge Pierre Côté of the Québec Superior Court, and later upheld by the Québec Court of Appeal.

The case dates back to a 24-hour general strike ordered for March 28, 1972 by the three central labour bodies (Common Front) and involving some 210,000 employees of the public and parapublic sectors.

Another general strike broke out on April 11; the strikers and their unions disregarded the injunctions issued against them. On April 18, Judge Georges Pelletier of the Superior Court passed judgment on three unions—the General Syndicate of Employees, the Nurses' Alliance and the Paramedical Employees' Syndicate—and their presidents. On April 21, the Québec National Assembly passed Bill 19 terminating the strike.

On May 8, Judge Pierre Côté found the leaders of the three central labour bodies, the CNTU, the QFL and the QTC, guilty of contempt of court for having disregarded the injunctions issued against them and sentenced them to one year in jail.

The three union leaders then appealed to the Supreme Court of Canada. On January 23 at the opening of the session, the case came before Chief Justice Gérald Fauteux and Justices L. Ph. Pigeon and Douglas Abbott. The judges announced, on January 31, that the Court would not hear the appeal.

■ **The 1972 fishing and trading season appears to have been a bad one for Newfoundland shipping.**

Mishaps are reported to have caused more havoc than storms or ice conditions, and July, usually the best month of the fishing season, recorded the greatest loss of life. The year was further marred by the sale of a number of freight boats to foreign interests.

A spokesman for the Newfoundland Shipowners' Association is reported to have said that **federal regulations governing the hours of work of crews at sea were forcing owners out of business.** "If the ultimate goal of the legislation, which is to set a maximum 40-hour work week, with a permitted eight hours of overtime, is allowed to go into force, about the only shipping left in Newfoundland will be Canadian National and Department of Transport ships".

The Canada Labour Code (Part III) governs the working hours of employees under federal jurisdiction, including those working in the transport industry—this includes most Newfoundland fishermen.

The first phase in the work week reduction came into effect January 1, 1968, with a maximum of 832 hours in a 13-week period or an average of 64 hours weekly. The following year, the work week was reduced to 60 hours, with a further reduction to the present maximum of 676 hours in a 13-week period with overtime for work exceeding 44 hours a week. The 40-hour work week will go into effect January 1, 1974.

But by then, it is feared, there may be no local shipping left. Blue Peter Steamships of St. John's, which operated ships in local and foreign waters, sold its fleet to a Bermuda-based firm in 1972. H. B. Dawe Ltd. of Cupids, in the freight-carrying business for more than 30 years, is selling its fleet because, said a spokesman, "the code is making operations uneconomical." Other private sales have depleted the island fleet.

One bright spot in the picture was the growth of the offshore fishing fleet. Five new stern trawlers were added in 1972, and five or six more are expected this year. Each v creates 50 to 60 new jobs. A n ber of longliners were also a to the fleet under a federal sub program and provincial grants loans.

This year got off to a good with the announcement by mier Frank Moores' govern of a $40 million shipbuilding gram to diversify and streng Newfoundland's fishing ind Premier Moores told the St. J Rotary Club: "We plan a ver tive campaign through a C corporation to ensure that province's fishing fleet is bui to the most sophisticated d possible so that we can tak advantage of catches."

The formation of a governm owned fleet was an impo plank in the Conservative P platform in the last provi election campaign.

The boats—including trav longliners and all-purpose c will be built at the governm owned shipbuilding ya Marystown, on the south and the Government plan lease or charter the vessels to vincial fishing companies as need them.

Premier Moores said: "This gram is designed to ensure th the next two or three year province's fishing fleet wi maximized so that people have more opportunity an fishing economy will improv cordingly."

ova Scotia has a new labour ards code covering almost er worker and employer in the vince. The only workers unafted by the legislation will be mestic servants in private ms, and people in certain prossional categories.

e ode provides that male and ale workers performing the me tasks under similar condiins in the same establishment st receive equal pay. It also forbs dismissal of or discrimination ainst an employee whose wages subject to attachment proedings.

e code's maternity protection uss guarantee that women, so have been working for the same employer for at least a 12-nth period, will be eligible for weeks maternity leave with job curity.

e ode stipulates that an emyer may not dismiss or lay off employee who has been emyed for three months or more thut first giving him or her ith notice, varying with the ngt of service from a minimum oe week to a maximum of weeks. In the case of a group dismissed, the notice period ll ary with the number of emyes being dismissed.

veScotia's minimum wage will rsed from $1.55 to $1.65 an urn July 1, 1973, and the Minur Wage Board's responsiities will include hours of work. e eneral Minimum Wage Orr quires that an overtime rate tne-and-one-half the minum wage be paid after 48 hours wrk in a week. There are spel provisions covering various uations. The code also proles or uniform wages and hours wrk in the construction indus-

e olidays with pay have been signated: Christmas, New Year's y, Good Friday, Dominion Day d Labour Day.

The new code's vacation pay provisions require employers to give a two-week vacation with pay (4 per cent of gross earnings) if the employee has worked for at least 90 per cent of regular working hours during a 12-month period. Should an employee leave his or her job before taking a vacation, he or she is entitled to 4 per cent of gross earnings during the time of employment.

■ **Arthur R. Gibbons, 55, has been appointed Director of the Conciliation and Arbitration Branch of the Canada Department of Labour,** it was announced in late February.

Gibbons joined the department in January 1970 when he was appointed the industrial relations specialist for the railway industry. Previously, he had served as executive secretary of the Canadian Railway Labour Association; general vice-president of the Canadian Labour Congress; a member of the Economic Council of Canada; and a member of the former National Productivity Council of Canada.

He was the assistant director of the Conciliation and Arbitration Branch before his present appointment.

Arthur R. Gibbons

■ **Despite generally improved business conditions, 1972 was British Columbia's worst year in history for labour-management strife,** said provincial Labour Minister William King in his department's annual report.

It was a year of "high unemployment, renewed inflationary pressures and severe breakdowns in labour-management relations."

The report warned that **"unless solutions are found and applied to these major problem areas, the province will not achieve its potential rate of economic and social growth."**

Breakdowns in collective bargaining in the major industries resulted in the highest number of man-days lost owing to labour disputes in British Columbia's history. More than 2.1 million man-days were lost, compared with 277,000 in 1971 and nearly 1.7 million in 1970.

The workers involved in 1972 industrial disputes made up 32.04 per cent of the province's union membership. Each striker was off for an average of 19.1 days, compared with 5.3 days in 1971.

"Particularly damaging were disputes in construction, forestry, manufacturing, and the public administration sector of the economy."

Average annual unemployment was estimated at 7.5 per cent, but workers in the 14- to 24-year-old group experienced a 15 per cent unemployment rate.

The labour force reached a new peak of 951,000, an increase of

40,000 or 4.4 per cent over 1971, while employment increased by only 3.8 per cent.

Total wages and salaries increased by $573 million or 10.6 per cent over 1971. The average weekly wage on a composite industrial wages rating scale was $161.69.

Union membership grew by 4.9 per cent, or 15,504 workers, to 332,091—41.8 per cent of the total number of wage earners, a slight decline from 42 per cent in 1971.

B.C.'s population grew by 2.9 per cent to 2.25 million, compared with a 2.2 per cent growth in 1971, and 1.2 per cent nationally.

■ **Canada's trade unions are experiencing a decline in popularity, according to a recent poll by the Canadian Institute of Public Opinion.** When asked to name an argument in favour of labour unions, almost half the adult population (48 per cent) could not think of one. Among the other half, nine per cent expressed the opinion that there is definitely no reason for favouring trade unions. These people claimed that labour demands had gone too far and that unions were losing their effectiveness. "There isn't any argument for them right now," many of them said. "They just cause trouble."

Canadians appear to have three main complaints against organized labour. In reply to the question: "What do you think is the chief argument against labour unions?," 25 per cent of the adult population expressed the view that unions have become too powerful and are abusing that power. "Unions have become irresponsible with regard to calling strikes," was the opinion of 11 per cent of the people polled. Ten per cent said unions are causing inflation and working against the common good. Union leadership was criticized by five per cent. These people expressed the belief that labour leaders are poor managers who exploit or neglect the "little man." Others said there are "too many racketeers among the union brass." Only three in 100 adults said there can be no arguments against unions. Another 39 per cent were indifferent to the question.

Among the adults who could name an argument in favour of trade unions, 19 per cent believed that unions protect workers and preserve their rights; 12 per cent approved the existence of unions because they kept wages up and help to establish decent living standards for members. A very small proportion (four per cent) said unions provide job security. Another eight per cent mentioned other benefits associated with unionism, including shorter working hours and better working conditions.

The study was conducted th personal interviews with a ra sample of 671 adults in across Canada. A sample th produces results accurate t percentage points 19 times 20.

■ **Close to 328,000 person federally sponsored job tr courses in 1972, and many o were able to find work soo graduation—often work en ing their new skills.**

The federal Government gav time institutional traini 153,952 unemployed perso year, while an additional were absorbed by the trainin the-job program.

Many of the participants training programs already ha but were trying to improve prospects by acquiring new Of those who took full-time tutional training, 76 per found employment three t months after completing courses. About 49 per cent graduates found work in oc tions for which they had trained.

Close to 66 per cent of thos enrolled for training-on-th completed their course of in tion and 93 per cent had job the federal funding was end but 10 per cent remained wi employer who provided the ing.

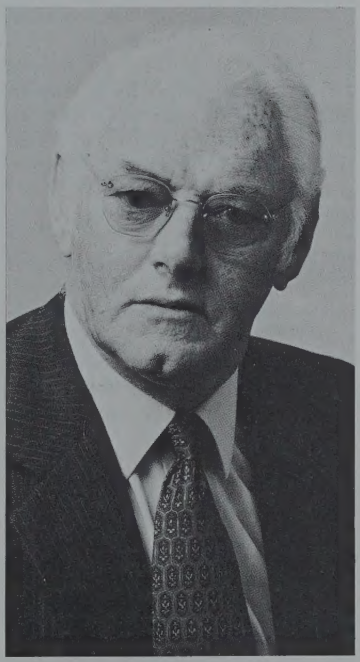
TERNATIONAL OUNDUP

hanges are imminent in Aus-lis federal labour laws, includ-bolition of penal clauses for ks, easier union amalgama-nand modification of the pre-u government's separation of conciliation and arbitration sses of the Commonwealth trial Courts. Unions will also ven immunity from civil ac-gainst them under the law of t.

r employers will be prose-ted for breaches of federal ds. Australian labour minister d Cameron told a meeting of ists in February that the mer of arbitration inspectors ul be doubled and that more gs would be appointed to the monwealth Industrial Courts. aid also that all award aches by employers and unions ul bring prosecutions.

te past two years, 24,000 aches had been detected, but previous government had e action against only 23. Cam-said the unions would be en-rged to inform the Depart-n of Labour of provisions and ds that were not being ob-d. The burden of prosecution ul no longer rest with the os but with the Department.

Spain's Ministry of Labour re-rt there were 656 strikes in that try last year, compared with 3 in 1971. All strikes are illegal in ai, but workers get around the n by calling in sick or simply lin to appear for work.



Clyde Cameron

■ The Japanese Labour Ministry reports that Japanese union membership grew by less than 1 per cent in the 12 months up to mid-1972, the lowest rate in four years. Union members number 11.9 million or 23 per cent of the workforce.

■ **Australia, like Canada, will have to rely heavily on tertiary industry to provide more and more jobs for its workforce,** which numbered about 5.6 million persons at the end of 1972. Long term projections show dwindling opportunities in primary and secondary industry because of technological advances. **The Australian government is, therefore, planning massive retraining schemes to keep the labour force abreast of technological change.**

"It is a formidable task," said a recent editorial in **The Age,** a Melbourne daily newspaper. "Only last September the Victorian Chamber of Manufactures predicted that technological change would displace or make redundant about 1.75 million (Australian) workers during the next few years, and that more than two million would need retraining, either to keep their jobs or to find new ones during the same period. In this age of throw-away skills, most employees will have to be retrained several times during their working lives."

Australian labour minister Clyde Cameron has not spelled out his government's plans in great detail. He will await the report of a task force investigating labour market policies in the United States, Canada, Britain, West Germany and Sweden. But he has indicated that his government plans to develop and expand retraining facilities, pay higher allowances to trainees and restructure the Commonwealth Employment Service along the lines of the progressive Swedish Labour Market Board. He said that the federal Government would take the initiative in creating new tertiary industries to absorb a greater part of the workforce and to improve the quality of life.

Australia is also planning two Canadian-style initiatives to help overcome unemployment (currently at approximately 2 per cent

of the labour force). They are short-term community development projects similar to Canada's Opportunities for Youth scheme and the Local Initiatives Program, which provide for federal funds to be channelled through local governments and organizations. Mr. Cameron said the community development schemes could include anti-pollution projects, services for the aged and the handicapped, single-parent co-operatives, and the building of recreational and cultural facilities.

■ **British union chief Victor Feather has been elected first President of the new European Trade Union Confederation.** Feather, General Secretary of the British Trades Union Congress, heads a Brussels-based organization representing 29 million work-

Victor Feather

ers from 17 national unions in 14 countries of the enlarged European Economic Community and the European Free Trade Association.

Feather retires as General Secretary of the TUC in September and the confederation would not approve of his continuing as president afterward. It is likely that Len Murray, a popular figure in European union circles and Feather's probable successor at the TUC, may take over Feather's job in the confederation.

■ **Thousands of Yugoslav workers have been leaving their country each year since 1965, to find better paying jobs or because they cannot find jobs at all.** The number working abroad has climbed to about 1 million, up from 400,000 in 1968. An estimated 120,000 have found their way to Australia and another 30,000 to Canada. The rest work in West Germany, Austria, France, Sweden and a few other European countries that are short of labour.

For a time, Yugoslavia encouraged this emigration—the only communist country to allow it so far—because it was an easy way to overcome mounting unemployment at home; and the policy seemed to work. The departure eased pressures on the economy, and workers sent home millions of dollars ($900 million last year, twice as much as tourist earnings), helping Yugoslavia achieve a balance of payments surplus, its first in five years.

Now, however, the exodus has reached alarming proportions, and the Yugoslav government is having second thoughts. **Many of the emigres who are not returning are university-trained specialists or skilled workers spurning their country's modest wages. With a shortage of such people in Yugoslavia, the government is trying to bring them back home** by guaranteeing them jobs and granting them duty-free import privileges.

The federal assembly in Belgrade is also considering a bill to ban recruitment in Yugoslavia by foreign firms or their local representati
Such recruitment, including advertising of foreign job off would be handled by the fed employment bureau. Offic would be forbidden to help a one who already has a job, any unemployed who turns down offer of a job in Yugoslavia or skilled worker, engineer or qu fied specialist.

Agreements have also b reached with West Germany some other countries, regula the hiring of skilled workers, Yugoslav negotiators are now ing to work out similar arran ments with Canada.

It appears that these efforts proving successful. The migra continues, but at a slower p the exodus of workers is less t half the figure in the peak y 1969 and 1970, when 200,00 300,000 workers are believed have emigrated annually.

■ Associated Press reports universities have become It biggest creators of unemp ment. About 220,000 of 250,000 students expected to g uate in the next three years not find employment thro their university degrees—if inc they find jobs at all.

Labour Minister Dionigi Cop quoted as saying **"Half of country's unemployed are uni sity graduates seeking their jobs."**

Industry is ignoring most p 1969 graduates. More than 60 cent are working in menial and almost nine per cent were unemployed two years after g uation.

Overcrowded schools and quated programs are to blame the current situation. A bill to large and modernize univers has been before parliament several years.

...were 38,000 freshmen this ...t the University of Rome—...the 59 universities in Italy—...ing the total number of stu...110,000. It was designed for ...of 25,000.

...were 220,000 candidates last ...for 21 openings as grade ...teachers; 350,000 for 1,913 ...ngs as the lowest paid em...es at Italy's social security ...y. The job requires a degree, ...ys a monthly salary of $155.

...sonnel manager at the Fiat ...actory is quoted as saying: ...always had to train recent ...ates in practical matters ...their jobs, but now we find ...re not even suitable for such ...g; they seem to be more in...ed in clothes, or perhaps in ...issues, than in their stud...

...kesman for another large ...any noted a sharp drop in ...uality of graduates. "We ...never take a graduate from ...n unless he had some spe...ent," he said.

...ore than 200,000 Italian ...krs marched through Rome ...bruary in what has been de...bd as the biggest postwar ...nstration in Italy. They de...ed higher pay and long...gt social reforms. Most of the ...kers travelled through the ...by buses, trains and ships to ...Rome in a show of solidarity ...1.4 million metal workers ...g to win a new labour con...t.

...crowd waved flags and ...ers bearing the names of ...and cities in all parts of ...Communist, Socialist and ...Christian Democrat mayors ...unicipal officials from 100 ...rs marched with the workers. ...ands of students skipped ... to join the rally, and a ...er of folk music groups sang ... denouncing management ...e government.

The country was virtually paralyzed less than three weeks later by a nation-wide strike involving an estimated 14 million workers. This was the second general strike in two months.

Though the current season of strikes is running about a third of 1969's 303 million man hours lost, it has already cost Italy millions of dollars in lost production. The walkouts are not always aimed at wresting better wages from employers, but are being directed increasingly against the government—for political reasons: to press for better schools, low-cost housing, health facilities, curbs on inflation, and for the development of economically depressed areas, to mention only a few.

Such strikes cost the workers the time they take off and many are reluctant therefore to join in walkouts or demonstrations that have little or no immediate relevance for them, but they are even more reluctant to buck the walkouts.

The current rash of political strikes may be attributed in part to the rivalry among the three large unions, each seeking to outdo the other in a show of militancy. This is all the more understandable in view of labour's links with the political parties.

Because of their political leanings, the big unions sometimes put aside the bread and butter issues while they attend to political and ideological matters. There has also been some friction between the national bargaining leaders and the local units at plant level, which frequently call unauthorized wildcat strikes.

Labour leaders are becoming increasingly aware, however, of mounting unrest among workers who lose pay over political wranglings. Industrial disharmony has also hurt the economy and caused thousands of workers at the big plants in the industrial north to be laid off.

■ **Frank Rosenblum, a founder of the Amalgamated Clothing Workers of America, died February 9 at his home in Chicago. He was 85 years old.**

Frank Rosenblum

Rosenblum, who retired from the labour movement last November after a career that spanned 62 years, held the title of general secretary-treasurer emeritus of the union at the time of his death.

He was first appointed general secretary-treasurer in 1946 and played a leading role in establishing and developing the union's social insurance program.

As a young man, Rosenblum learned the cutting trade in the men's clothing industry in Philadelphia. He moved to Chicago in 1908 and helped to lay the groundwork for an organized labour movement among clothing workers.

At the outset, Rosenblum's union activities centred in Chicago and the surrounding area. It was under his leadership that clothing workers were organized in Cleveland, St. Louis, Minneapolis, St. Paul and Cincinatti.

He led the fight to seat delegates barred from the United Workers' Union convention, held in Nashville in 1914. He eventually led the delegation out of the convention and became one of the founders of the Amalgamated Clothing Workers of America.

50 YEARS AGO

■ Because of its bearing on the legal status of trade unions in Canada, wide interest was shown in the issues raised by the decision of Mr. Justice Galt in the Court of King's Bench, at Winnipeg, in March 1923, in the case of Chase and others vs. Starr. The full text of the judgment was printed in full in the April 1923 issue of **The Labour Gazette.** The action was brought by Howard B. Chase, chairman, and Wilmot H. Nash, general secretary-treasurer, Canadian Division of the International Brotherhood of Locomotive Engineers, against Samuel Starr, former secretary of the same organization, to compel him to give an accounting of funds in his possession when he was removed from office at the Brotherhood's triennial convention, held in Cleveland, Ohio, in May 1921. Mr. Starr refused to surrender his office, claiming that he had not received notification that his services were dispensed with. The case came to trial in December 1922, and was adjourned January 15, 1923, when couns Mr. Starr asked leave to amen statement of the defence in to attack the legal status of t bour organization, claiming was operating in restraint of and moving for nonsuit. three days of argument the reserved his decision. In the ment, which was delivere March 10, he nonsuited the tiff. It was stated that steps being taken to carry the cas higher court in appeal.

year ago the United States Health Service announced it had completed arrangements to expand the medical aid ies to American seamen by ibing by radio for any sailor ill at sea who applied. Mes- for aid were to be forwarded Service by the ship's radio he Radio Corporation of ca or the Independent Wire- elegraph Company. Included g the diseases and mishaps hich aid was invoked during rst year were appendicitis, a, cramps, diarrhoea, ear eye injuries, heart disease, , hiccoughs, influenza, in- teeth, malaria, opium poi- g, ptomaine poisoning, and wing broken glass.

t the International Trade Congress that met in Berlin, any, from December 25, to January 3, 1923, a new Union International was ed under the title of the In- ional Association of Work-

n agreement reached be- a manufacturer and the In- ional Ladies' Garment Work- Union provided for the ition of all disputes by an ial chairman agreed upon oth parties. The agreement ied also that no strikes or ges of work would take This employer had been op- g a non-union shop and he d to unionize his shop only h assurance that there would be any stoppages of work.

Te labour cost of installing elephones for the Alberta one department was $73 per one in 1922 compared with n 1921; $163 in 1920; and 1914. The sum of $445,308 ved on the 1922 construc- rogram over the prices of

■ In Japan, a decree was officially announced directing the institution of a permanent imperial office to deal with matters relating to the International Labour Organization. The office was installed at the seat of the International Labour Office and was under the direction of the Japanese government delegate to the Governing Body of the International Labour Office.

■ In Switzerland, the Government appropriated 500,000 francs for the purpose of assisting the emigration of Swiss farmers to Canada. The appropriation was to be used for the establishment of colonies in the Canadian West. A representative of Swiss emigration societies was resident in Canada in the interests of the scheme.

■ In Spain, the Government, by a Royal Decree of October 5, 1922, provided for the creation of joint committees for the settlement of disputes between capital and labour in agricultural, commercial, industrial, mining and transport undertakings. The committees were to be set up either on the initiative of the Minister of Labour (or of the provincial authorities or the local offices attached to the Ministry) or at the instance of the interested parties, and would be for an industry, for a group of enterprises, for a particular trade or occupation, or for a single enterprise employing more than 500 workers. They would be of two kinds—permanent and ad hoc, and they would be either local or regional ... The permanent committees were to be established by Royal Order in the more highly industrialized districts, and the temporary (or ad hoc) committees were to be set up as occasion arose to deal with particular disputes in the less industrialized districts ... In order to facilitate the placing of unemployed teachers in positions, the Alberta Department of Education provided the teachers with lists of vacancies in schools, and supplied school boards with the names of teachers seeking employment. As appointments were made by the school boards no records existed of the number of teachers placed through this service. The Department stated it had not considered making use of the Government Employment Bureaus for the placing of teachers.

■ There was a marked increase in the number of students attending the Provincial Normal School in New Brunswick in March 1923. This was noted in the Speech from the Throne at the opening of the provincial legislature in March. The increase, attributed to a new measure that authorized loans to students, promised to make up the former deficiency in the supply of teachers for the public schools. The Schools Act of 1922 gave the Board of Education power "to make loans to students who possess the necessary academic standing for admission, and who require financial assistance to enable them to complete a course at the Provincial Normal School, such loans not to exceed $400 to any one student, to be made and to be repaid by such student in accordance with the regulations made by the Board of Education; and to make such allowances for the travelling expenses of student teachers attending the school as shall be deemed proper, but not exceeding $24 to any one student teacher."

COULD THIS BE STEP ONE IN THE REBIRTH OF CANADA'S MERCHANT FLEET?

BY JIM MacSWEEN

Canada's coastal shipping industry threatened by encroachment of foreign competition? The findings of a recent Committee of Inquiry, headed by H. Darling, appear to provide an affirmative answer to the question.

Darling found that inadequacies in provisions covering the coastal trade, as well as lack of enforcement of present regulations, have put Canadian ship operators at a disadvantage compared with their foreign counterparts. **The result has been an increase in the number of foreign ships carrying goods between Canadian ports, and uncertainty among Canadian operators on the future business prospects for their fleets.**

Several groups—including the Seafarers' International Union, the Canadian Brotherhood of Railway, Transport and General Workers, and the Canadian Merchant Service Guild—agree with Darling and have been vocal in support of his recommendations. They, together with shipowners' and shipbuilders' organizations, have been pressuring the federal Government for increased controls on coastal shipping to protect Canadian companies from low-cost competi-

The concern of unions, shipowners, and shipbuilders alike is centred around the decline of Canada's merchant fleet in the face of competition from other countries. The problem reached its apex in recent years as Maritime industries began to falter, forcing depressed Canadian shipbuilders to seek subsidies from the federal Government.

Accompanying this failure, of course, is the possibility of loss of employment for thousands of Canadians now working in those industries; and it is this aspect that brought about the formation of the Maritime Advisory Committee by the Canadian Labour Congress in 1968. This Committee's stated purpose was to study "the heavy layoffs in Canadian shipyards and the lack of a Canadian merchant fleet, then to develop a program of shipping and shipbuilding to be proposed to the Canadian Government.

The Government became concerned with the entire merchant shipping situation at about this time, and subsequently launched three separate studies: an examination of Canadian shipbuilding; an investigation into the economic prospects for a Canadian deep-sea merchant marine; and an inquiry into the Canadian coastal shipping trade.

The coastal shipping inquiry was supervised by Darling, who was then a member of the Water Transport Committee of the Canadian Transport Commission. Its purpose was **"to inquire into, and to report to the Minister of Transport on, the working of the provisions of the laws respecting the coasting trade of Canada and related Maritime activity."** Shortly after having begun the study, Darling left the Commission to complete the report as a private consultant.

The Darling Report recommended a number of changes that would give Canadian companies a greater advantage in coastal shipping. Foremost was a call for Canadian withdrawal from the British Commonwealth Merchant Shipping Agreement, a document that gives ships of Commonwealth countries the right to participate in Canada's coastal trade on an equal basis with Canadian ships. Such a withdrawal would be combined with restriction of coastal trade to Canadian-registry ships.

Other suggested changes (see the list, "Recommendations" at the end of this article) centred around regulations that would grant protection to Canadian operators.

The recommendations caused considerable discussion among unions, shipowners and shipbuilders, all of whom had previously presented briefs. They observed that adoption of the Report would create a coasting policy where there was none. After release of the Report, these groups reiterated their support and called for immediate implementation of its terms.

Other voices—notably those of the Premiers of the Atlantic Provinces—spoke up against the Report, again expressing concern that restriction of trade to Canadian-registry ships would raise freight rates by limiting competition.

The Government withheld action until further study. Donald Ripley of the Department of Transport was asked to examine the possible effects of implement-

ing the Report and to hear further submissions on its proposals. Relying on his report as well as the Darling Report, the Minister of Transport would make a decision on future coasting policy.

The election of October 1972 created new problems. Possessing only a slim majority in the House of Commons, the Government did not want to jeopardize its position by acting too hastily in controversial areas like the coasting trade. In an attempt to reach an equitable solution, it therefore instituted further consultation with all of the parties affected by the Report.

Don Jamieson, the former Minister of Transport, and Jean Marchand, the present Minister, both refused to commit themselves to applying the Report until terms are worked out. In an address to the 36th joint conference of the Dominion Marine Association and the Lake Carriers' Association, Marchand specifically spoke of the Atlantic Premiers as persons with whom he would discuss the issue "at the first opportunity."

Meanwhile, the parties who support the proposals are growing impatient for their implementation. The CLC's Maritime Advisory Committee has distributed a questionnaire to all Members of Parliament asking their position on the Darling Report. Lobbying is also being done in Ottawa, not only by the CLC but also by such organizations as the Dominion Marine Association and the Canadian Great Lakes Carriers.

The threat from Commonwealth ships is not large at present. Darling has pointed out that a relatively small percentage of Canadian coastal shipping is now carried in Commonwealth hulls. **The danger lies in the possible escalation of Commonwealth-ship participation.** At the time of the Darling study, it stood at about 5 per cent of all coastal shipping. Since presentation of the report, Commonwealth-ship participation has risen to 13 per cent.

Predictions are that this figure will increase as shippers rush to establish "grandfather rights" on the use of Commonwealth ships—rights that will, they hope, allow them to bargain for extra time if restrictions are imposed on coasting.

Darling believes that Canada should withdraw f the Commonwealth Agreement while the effect shippers will not be too great. He has pointed that such a withdrawal can be made, following terms of the Agreement, simply by notifying other signatories of Canada's intention, one yea advance. **Delay in withdrawal, however, will al time for Commonwealth ships to take over a la portion of Canada's coastal trade,** and any move then terminate the Agreement will run into opp tion, which will increase the longer it is put off.

In order to understand the Commonwealth Ag ment and the situation that has arisen in our coas trade, it is necessary to look at this segment of C ada's maritime history, as well as recent devel ments in the industry.

In 1957 a Royal Commission on the Coasting Tr (the Spence Commission) recommended that Canadian coastal shipping trade be left open to co petition from Commonwealth ships, and that co ing permits for foreign-flag ships remain easily tainable. It was thought that these proposals wo guarantee good shipping service to Canada and k freight rates competitive (LG 1957, p. 728).

ttitude of the Spence Commission was born of ew that the coasting trade should be expected et international competition. Furthermore, the mission's Report appeared when the St. Law- Seaway was nearing completion. Hence, an as- e of stiff competition between foreign, Com- ealth and domestic shipping interests was ht to be best guaranteed by retention of the Commonwealth Merchant Shipping Agree- The Agreement had been negotiated and l in 1931 by Great Britain, the Irish Free State, Africa, Newfoundland, Canada, Australia and Zealand. Its intent was to give reciprocal coastal g rights to ships of all signatory nations, so that hips would not be subject to duty under the nonwealth Agreement except if they were non- nonwealth built.

ically, the Agreement stems from the time all Commonwealth ships were defined as Brit- ips—Canadian ships included. After a marine as provided for Canadian ships, British ships ued to serve in trade between ports of the At- Provinces. But later, problems began to crop ter World War II, Canadian seamen rapidly be- among the highest paid in the world. Canadian ng laws also came to be among the most strin- and the costs of registration and operation for ian ships escalated.

of other Commonwealth nations are not sub- the laws and regulations of the Canada Ship- Act, even while operating in Canadian waters en Canadian ports. Rather, their presence is ac- d, provided that they comply with the laws of country of registration. For most ships, this lower costs, because their homeland does not e them to pay into the equivalent of Canada's ployment insurance, pension funds, or work- compensation.

ep costs also are lower on foreign vessels be- the laws of their countries of registry are not as s those controlling Canadian ships. Moreover, se these countries have lower standards of liv- an Canada, the wages paid to their seamen are high as those Canadian shippers are required . **All these costs that Commonwealth shippers ade are forced on Canadian operators by law, e Canadians then must compete for contracts he Commonwealth interests on an open-bid** The other countries bound by the Common- Agreement—Australia, New Zealand and Brit- on't have the same problem.

Britain has a completely open-door policy on her coastal trade, provided for in her coasting laws and in the British Commonwealth Merchant Shipping Agreement. These allow ships of all nations to participate in her coastal trade, no real preference being given to Commonwealth ships. Britain thus enjoys the services provided by foreign vessels without suffering any competitive disadvantage.

Australia's interpretation of the Commonwealth Agreement differs radically from Canada's. Australian ships are licensed to operate in the coastal trade for periods no longer than three years, after which new licenses must be applied for. Coasting permits may be granted to unlicensed ships when no licensed ship is available for service, and British ships are given preference over foreign ships in such cases.

Australia's interpretation departs from both Canadian and British practice in the conditions of employment with which all ships must comply. During the time any Commonwealth or foreign vessel is engaged in the Australian coastal trade, her crew must be paid at Australian wage levels. The crew must also be the same number as serve on Australian ships, and the same accommodation must be available to the crew. This protects Australian shipowners from the low-cost competition of other Commonwealth or foreign countries.

New Zealand's interpretation is similar to that of Australia, the only difference being that ships engaged for long periods of time in her coastal trade are required to hire New Zealand nationals as crewmen. An example cited in the brief presented by the Seafarers' International Union to the Darling Committee revealed that, during World War II, New Zealand replaced the entire crews of two British merchantmen after it was found that they would be in the coastal trade for longer than six months. **This provision ensures that New Zealand seamen will profit by the employment produced in trade between two of her ports.**

Many observers of the Canadian shipping scene believe that, because of our higher labour and operating costs, we must be protected from low-cost outside competition. Otherwise, they argue, the threat of foreign competition will continue to create uncer-

tainty in the industry. They claim that this uncertainty could prevent investors from committing themselves to building ships to meet our future needs when there is a possibility that they might stand idle while foreign ships take the cargoes our ships were built to carry.

Both New Zealand and Australia have safeguarded themselves against this problem by forcing foreign-flag ships, including those of Commonwealth registry, to meet the same costs, standards, and conditions that their own ships must meet. In this way, these countries protect their domestic shipowners while complying with their interpretation of the Commonwealth Agreement clause that "all ships registered in the British Commonwealth (be treated) in exactly the same manner as ships registered in that Part."

Such has not been the case in Canada, and the Darling Report notes: "Regardless of the ownership of the vessel, if it is under a Commonwealth flag it will escape the essentials of Canadian jurisdiction while in the coasting trade. Canada has refrained from exercising jurisdiction over other than Canadian ships in the interests of international comity."

This, the Report states, allows "foreign investment to take advantage of the economic opportunities offered, but at the same time, to escape the full obligations of a Canadian-based enterprise."

A second reason for Darling's proposal that Canada withdraw from the Agreement is that the Commonwealth has grown in size, certainly since 1931 when the Agreement was signed—and even more since the Spence Commission turned in its report in 1957. The advantages of the Commonwealth Shipping Agreement have been extended to new nations, many of which have no use or need for the right to trade customs-free in Canadian coastal waters. Nevertheless, their flag is available as a flag of convenience for shipping companies to take advantage of Canada's open interpretation of the Commonwealth Agreement.

Ships owned by Greek, American, Dutch, or other interests may, after easily obtaining Commonwealth registry in one of these new countries, take part in Canadian coastal trade. Such flag-of-convenience Commonwealth countries include Cyprus, Bermuda, Nigeria and the Bahamas.

The lax registry rules in some countries make it po sible for ships under their flags to be at the lowe standards of seaworthiness. Their crews may poorly paid and subject to few protective laws. **Or Canadian labour union official calls these shi "floating sweatshops."** Safety and navigation equipment on them may be of only the most rud mentary sort, making them floating hazards in t shipping lanes of Canada. **One such example was t "Arrow," a Liberian-registry oil tanker that sank Chedabucto Bay off the coast of Nova Scotia in t spring of 1970.** The ship's hull was in an advance state of corrosion. She was not equipped with lon range navigational equipment, and her radar was n working correctly. Her gyro compass had been ino erative three times in the month preceding the acc dent. Lastly, the captain was using the "St. Lawren Pilot," a navigational publication three years out date.

Having such an unseaworthy ship operating in Can dian coastal waters was to cost the country dear. T "Arrow" struck a well-known hazardous rock on clear day and in calm seas. Because of her rust condition, she broke in half and sank, spilling abo two million gallons of thick bunker oil over the b and the surrounding beaches.

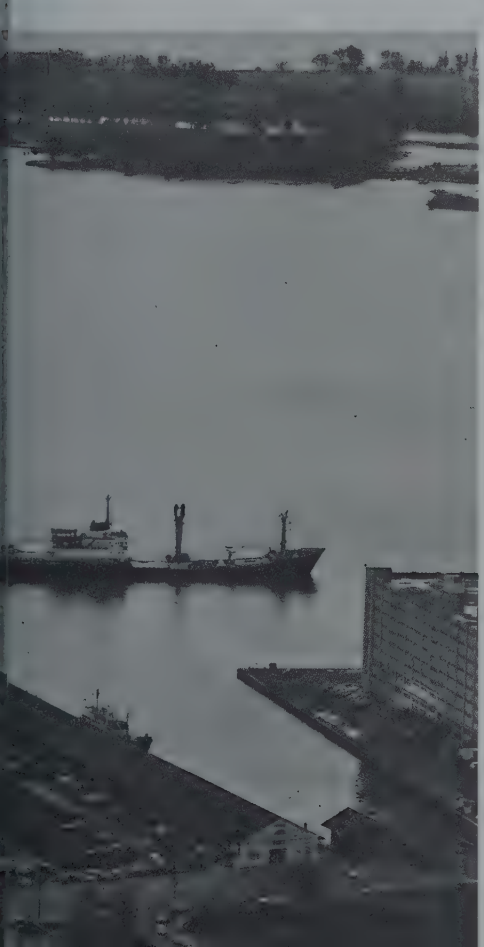
Even more deplorable is the fact that the "Arrow despite her condition, would have entered Canad coasting trade in the summer of 1970 had she n been involved in the accident. She was scheduled undergo a change of registry to a Commonwealth n tion and her Greek owners were planning to use h in trade that would have put her on the St. Lawren Seaway.

Opponents of the Commonwealth Agreement poi out that there was no provision in the document self to extend its rights to new members of the Co monwealth as they came into existence. As t Seafarers' brief to the Darling Committee states, should be noted that the Agreement was not signe by Britain on behalf of its possessions or its colonie It was signed instead by Britain for the United Kin dom of Great Britain and Northern Ireland, and th is all. Despite this, the Justice Department has a sented to such strange flags as those of Niger Cyprus, Singapore, Barbados, Guyana and Bermud being given free license to undercut Canadian shi in the Canadian coasting trade."

rises the question as to whether Canada has eeeded her obligations to the Agreement in ig free access to the coasting trade for new nonwealth countries.

The Darling Report recommends that Canada daw from the Commonwealth Agreement be-he derives no benefit from it. There are vir-no Canadian-registry ships engaged in foreign The extension of reciprocal trading rights in stal waters of other Commonwealth countries efore, of negligible value to Canada. Her with-from the Agreement would prevent ships of Commonwealth countries from taking part in an coastal trade, but would be no real loss to because few, if any, Canadian ships are in-in the coastal trade of other Commonwealth ers.

striction of trade to Canadian-registry ships is entirely new idea. In 1965, ignoring the recom-tions of the Spence Commission, the Cana-overnment restricted trade within the St. Law-



rence-Great Lakes basin up to Anticosti Island to ships of Canadian registry. This step was taken to protect against Commonwealth ships encroaching on trade within the St. Lawrence-Great Lakes system.

It was protested in several quarters that such restriction of the trade in this area would cause a drop in competition and a rise in freight rates, but data submitted in briefs to the Darling Committee have shown this not to have been the case. Freight rates on the Seaway have, in fact, dropped since 1965. This is attributable to the high competition among Canadian shipping companies, plus new innovations in shipping that have made possible the more efficient transport of goods.

But closure of the St. Lawrence-Great Lakes system only prevented Commonwealth ships from participating in trade between two Canadian ports within the boundaries formed by the Lakehead and Anticosti Island. Commonwealth ships remained free to carry cargoes from any point within the Seaway to Canadian ports outside the Anticosti Island limit. Such ports included all points in the Maritimes, Newfoundland, eastern Québec and Labrador.

These are the areas most greatly affected by the Commonwealth Agreement. The west coast of Canada is serviced mainly by the Canadian towboat fleet—a fleet of tugboats hauling barges loaded with industrial products between neighbouring centres along the coast. But the Atlantic Provinces require the service of ships because of the distances travelled and the rough seas often encountered. **It is, then, in the Atlantic region that the greatest interest is being shown for Darling's proposed withdrawal of coasting privileges for Commonwealth ships.**

The Atlantic Provinces Transportation Commission submitted a brief to the Water Transport Committee of the Canadian Transport Commission arguing against suspension of the coasting rights of Commonwealth ships because they provide the low-cost transportation essential "if the Atlantic Provinces are to develop their resources."

Commonwealth ships, the brief continues, "have traditionally played an important role in the provision of low-cost water transport, both from the viewpoint

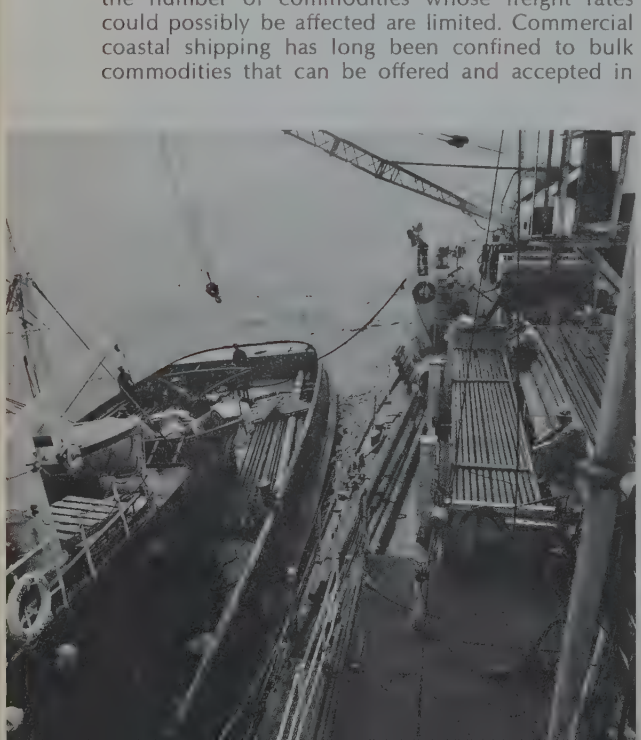
of availability of service and cost of service. The Atlantic Provinces must be able to continue to utilize such low-cost means of transportation."

In addition to holding down water transport costs, the Atlantic Provinces argue that Commonwealth ships have played an important part in holding rail and truck rates down by providing an alternative transport. Their brief expressed the hope that these ships would, in future, "help offset, wherever possible, the effects of almost certain increases in rail and truck rates."

Nova Scotia's individual submission to the Water Transport Committee went even further by postulating that "there might be some advantage on economic grounds in opening the trade to vessels of foreign registry as well as British Commonwealth."

Darling attacked this argument in an article published by the **Financial Times.** "A major confusion has been injected," he said, "by the inference that Commonwealth competition affects not just the water rates on certain bulk commodities, but also the general level of freight rates on rail and truck traffic throughout the Atlantic Provinces. This is wholly unfounded.

"Actually, the geographical areas, the industries, and the number of commodities whose freight rates could possibly be affected are limited. Commercial coastal shipping has long been confined to bulk commodities that can be offered and accepted in



shipload lots. Such carriers are not in any sens
peting with or affecting the general merchandi
fic of the area."

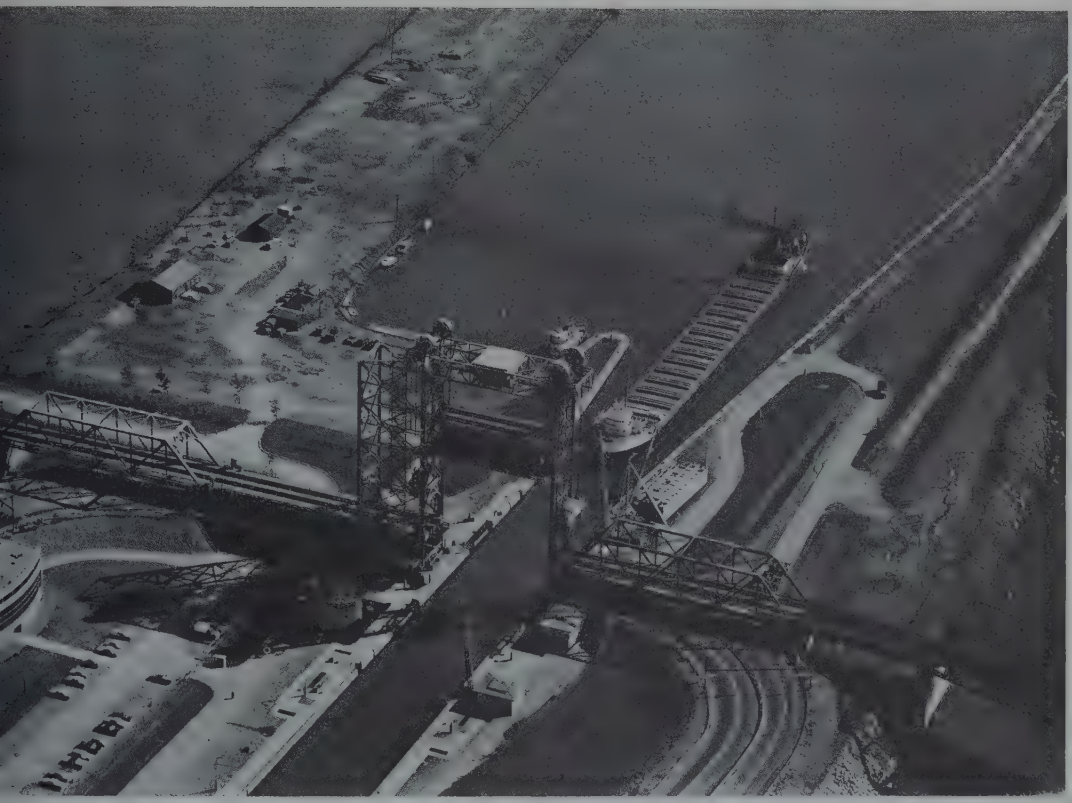
**Darling went on to say that federal subsidiza
ferries and shipping services had already wip
water competition in those areas,** and that the
of Commonwealth ships in Canadian coasta
was restricted to about eight bulk movemen
account for more than 90 per cent of the susc
traffic: grain from Thunder Bay to Halifax; ir
from Sept Isles to Sydney; salt from Pugwash
Scotia; gypsum from Newfoundland and Cap
ton to Montreal and Hamilton; cement from
Brook, Newfoundland; pulpwood to Corner
chemicals from Long Harbour, Newfoundlan
petroleum products from refineries for distribu
local and large industrial consumers in the A
region.

Freight rates by rail, truck and air transport wou
be affected by the elimination of Common
ships from these routes, Darling claims. Most
routes listed have no competing rail or truck
that would be affected by changes in water
rates.

He added that carrying contracts on these bu
goes are negotiated and agreed upon far in ad
and that shippers usually sign contracts with
dian shipowners for transport of the bulk c
tonnages. His **Financial Times** article continu
traffic manager having hundreds of thousands
to be moved over a season, and a shipowner ha
large fleet to keep employed, both find it to th
vantage to arrange the carriage in advance,
times several years ahead of time. Neither can
to gamble on the chance of finding an unem
ship, or a hard-pressed skipper, respectively, i
season."

Darling differentiated between long-range an
ual competition by Commonwealth ships.
have been cases in which foreign ships have
allowed to compete on a long-term period wi
nadian ships. He cites the example of the "Pam
a Cypriot ship that carried between 40 and
cent of the grain traffic between Thunder Ba
Halifax during 1972.

The "Pampero" was in direct competition wi
per Lakes Shipping's "Wheat King" for the enti
shipping season. During that time, it operated



Canadian crew and did not pay duty or taxes to da. According to L. J. McLaughlin, President of eafarers' International Union, a check on the of the "Pampero" showed that none of her offi- were qualified under Department of Transport ards. McLaughlin claimed that, because the cer- es were written in Greek script, the documents alification had been given only a perfunctory ination.

sts led by McLaughlin against the Canadian t Board's use of Commonwealth ships like the pero" were largely responsible for creation of Darling Committee of Inquiry. Since release of eport, McLaughlin has been one of its strongest onents. He asserts that the Commonwealth Mer- t Shipping Agreement's "equal treatment" e has not been properly interpreted by Canada. lause, he says, was never intended to give Com- vealth ships the advantage that they currently over Canadian ships.

The SIU's submission to the Darling Committee claims that application of the Commonwealth Agreement affects several federal portfolios including Labour, Manpower and Immigration, National Revenue, Industry, Trade and Commerce, and the Privy Council. The brief notes that, in 1931, responsibility for the Commonwealth Agreement was given to the Department of Marine and Fisheries instead of being distributed among each of these departments. After Transport became a separate department, it took full responsibility for the terms of the Agreement.

"It is, of course, perfectly evident," the brief continues, "that the Minister of Transport cannot stick his nose into such matters as immigration regulations,

income tax, fair labour standards, medicare, Canadian pensions, and the many other areas with which Canadian shipowners have to contend."

The SIU places major blame for the alleged misinterpretation on the Department of Justice, because that agency is responsible for Law and Treaty interpretations, as well as seeing to their enforcement by the proper portfolios. The brief mentions one case concerning a Commonwealth-registry ship that was presented to the Justice Department on referral the Canada Labour Relations Board. The cas volved the organization of crews on three Britis vessels owned by West River Ore Transports. Th tice Department ruled that the Canada Labour tions Board had jurisdiction in the matter bu clined to exercise it on the grounds of comi international courtesy.

The SIU cites this action as a negligent applicati the Commonwealth Shipping Agreement. Beca refused to rule on an incident that occurred w Canadian jurisdiction, the SIU argues, the Justic partment failed to exercise on a foreign ship powers it would have employed if the ship had of Canadian registry.

Besides Canadian withdrawal from the Com wealth Agreement, there are a number of provi in the Darling Report that would make compe more difficult for both Commonwealth and foreign ships. An increase in the customs du from 1/120 to 1/60 of the value of the ship per m would cover all non-Canadian ships and make less competitive in Canadian trade. Tightening u issuance of permits when suitable Canadian shi not available, and increasing duty would help the cost advantage possessed by some Com wealth ships.

Winter navigation has become an important fac Canadian shipping as efforts are made to leng the season in the Seaway and Arctic areas. Insu rates are currently set by international insuranc terests, such as Lloyd's of London, and are t outside the control of Canada. These insurers set high rates and premiums on ice-filled shi lanes—premiums that have greatly increased ating costs for ships operating in those regions Darling Report recommends that, failing a sui understanding with marine operators, a govern financed or supported scheme should be consi to lower those costs.

Insurance isn't the only issue vital to Canada's n ern shipping. The terms of the Darling Report a great importance in the mining of Canada's off minerals; and with the discovery of oil off the of Alaska and the upcoming development of iro resources on Baffin Island, there is an increase mand for ships capable of operating for longe sons in icy northern conditions.

elopment of a Canadian shipping policy is an ur-et necessity, Darling claims, because of the pos-le effects of pollution on our delicate northern clogy. An oil spill like that involving the "Arrow" uld have a disastrous effect in the North, where cold can prevent oil from decomposing. The dan-is increasing, because Commonwealth ships are to compete in Arctic trade, he notes. These ships often older vessels in poor condition and are refore more susceptible to a pollution-causing ac-ent than are ships operating under strict Canadian ulations.

sle from the pollution danger, there is an eco-nic advantage to requiring the use of Canadian-istry ships. Bob Cook, Chairman of the Marine isory Committee and Executive-President of the adian Merchant Service Guild, estimates that 000 jobs would be created in the Canadian North uch a restriction. These jobs, created in support ustries as well as on the ships themselves, would ictly benefit the economy by giving Canadians b that arise from the exploitation of Canada's re-orces.

resent, Cook charges, this is not being done. He its the development of Baffin Island's iron ore de-its as an example of what is happening to Cana-ia resources. Canada has been negotiating to sell many the ore and then have it transported in Ger-a ships to German smelters for processing.

ok insists that the Canadian Government is letting n the people of Canada by not stipulating that ore be carried in Canadian ships. Future trade ements should stipulate Canadian participation ransport of products, he says, pointing out that aing nations like Japan and the U.S. often require terms be written into trade pacts to ensure that r ships and other industries benefit from some of business resulting from such trade.

calls attention to a proposal in the Darling Report ommending that Canadian shipping be ensured icipation in any exploration or exploitation of our ntry's resources. Cook claims that it is Canada's cy to treat shipping as a service rather than as an ustry, and that the transport of goods at the apest rate seems to be the aim of the Govern-nt. **His belief is that the Government should treat pping as the important industry that it is, and rec-ognize that protection of Canadian shipping provides jobs for Canadians.**

Cook agrees that many parties—including Darling, the Dominion Marine Association, and other maritime labour unions—believe in the possibility of Canada's becoming a viable maritime power. Because it is one of the world's major trading nations, Canada needs a shipping fleet over which she has some control, and the best way to acquire one is to foster the growth of a merchant marine under Canadian registry.

Cook and the others say that the first step in building a fleet to carry trade abroad is to get Canada's own house in order. This can be done by giving Canadian

ships preference in our coastal trade. **"Elimination of the unfair competitive edge now given to Commonwealth ships will enable Canadian shipowners and builders to plan for the markets that will open up to our coastal trade,"** according to Cook.

This increased security would encourage Canadian shipowners to order more ships from Canadian shipbuilders, who are world leaders in some of the type of ships that would be needed—namely, self-unloaders, reinforced-hull vessels, and icebreakers.

As the recent Robertson report on shipbuilding pointed out, Canadian shipbuilders can be very competitive in such specialized markets as these. A surge of business in this area would bring employment and prosperity back to the industry, and remove the f eral subsidies upon which they have been forced rely in recent years. **The imminent boom in the mand for ships, increased security for Canadian sh owners, and the revitalization of the shipbuilding dustry could eventually put Canada in a position develop a deep-sea merchant marine.**

The end result, of course, would be a healthy, panding shipping industry that would employ ma Canadians and keep in the country the money crued from subsequent development of our rich, n ural resources and the accompanying growth of s ondary industry. This is the future as viewed Canadian unions in general, and supporters of Darling Report in particular.

MAJOR RECOMMENDATIONS

The recommendations of the Darling Report were as follows:

- Canada should withdraw from the British Commonwealth Merchant Shipping Agreement and restrict coastal trade to Canadian-registry ships only.

- The provisions restricting the coasting trade to Canadian-flag vessels should be extended to cover dredging, salvaging, and seismographic ships, and to those vessels engaged in the supply and support offshore drilling (excluding drilling platforms or r unless self-propelled).

- The laws on coasting trade and other marine tivities should be extended to include the Canad Continental Shelf, but only in connection with exploration and exploitation of resources of seabed and subsoil (again excluding drilling p forms or rigs, unless self-propelled).

The agency responsible for shipping policy uld be empowered to issue permits enabling non-adian-flag vessels to participate in the coasting e or other marine activity in cases where Cana- vessels are either unavailable, insufficient, or equate for the purpose. A foreign vessel would to obtain such a permit before applying to cus- s for a coasting license.

The policy of issuing permits should be directed, uch as possible and practicable, toward replac- oreign vessels by Canadian vessels in the Cana- coasting trade and other marine activities. (The s "Canadian-flag vessels" and "Canadian ves- refer to vessels registered in Canada under the s of the Canada Shipping Act.)

The governments of Canada and the United s should jointly arrange to ease the restrictions contradictions in the present laws of both coun- as these apply to towing operations between the t Lakes and the Atlantic Ocean.

The customs duties payable by all foreign vessels ring Canada under temporary permits should be tted at the rate of 1/60 of the value of the hull month, rather than the present 1/120 per month.

There should be close liaison between the Ship- Policy Authority and the Customs Branch con- ing any proposed changes in the regulations and tices they apply to coastal shipping.

A consistent Policy should be developed by the ping Policy Authority and the Departments of onal Revenue and Manpower and Immigration respect to the issuance of shipping permits for ign-flag vessels, and to the regulations of the lat- wo departments as they affect operations con- ed under permit.

■ The granting of rights of exploration and exploitation of resources in the Territories, the Arctic Islands, or the offshore areas should, where relevant and feasible, be subject to conditions on the extent of use of Canadian shipping. In other words, shipping policy should be an integral part of any strategy of resource development.

■ Government assistance to new industries in the form of grants and loans, or the construction of wharves and other marine structures, should also, where relevant and feasible, be subject to conditions on the extent of use of Canadian shipping.

■ To ensure reasonable rates and dates of application for navigation in the winter season or in ice-infested waters, the feasibility of a government-guaranteed or government-operated marine insurance scheme for Canadian-flag vessels should be investigated.

■ To enable Canada's seismographic and oceanographic ships to compete with foreign vessels on a more equitable basis, the Canada Steamship Inspection rules should be amended to remove these ships from the category of "passenger ships."

■ Future policies concerning railways should take into account the effects such policies may have on competing means of transportation, particularly shipping.

■ To eliminate conditions potentially prejudicial to Canadian shipping in the movement of Yukon traffic through the port of Skagway, Alaska, the Yukon's outlet to the sea, Canada should endeavor to create a special status for Skagway, or special regulations for the movement of Canadian traffic through the port.

HISTORY AND STRUCTURE OF THE LABOUR MOVEMENT IN CANADA

PART 2: STRUCTURE

BY FRANCIS J. McKENDY

I dealt in my first article (LG, March, p. 146) with the historical development of the union movement in Canada—mainly in terms of the broadest form of labour organization: the central labour bodies such as the CLC, the CNTU and similar union organizations that have played a part in the evolution of the movement.

These central labour bodies are really "organizations of unions" rather than unions, in the sense that they do not normally perform union functions such as collective bargaining per se. They are concerned with co-ordinating, at the national level, the activities of their affiliated unions, including the relations between the labour movement and government, and the establishment of relations with organized workers on an international (in this case meaning worldwide) scale. Their policies are developed in open conventions held every two years. Each year, they present briefs to the federal Government in which they state their organizations' positions on a wide range of economic, social and political issues as well as national and international affairs. They deal with such topics as labour legislation, human rights, housing and trade policy.

Although the CLC is regarded as a counterpart of the AFL-CIO in the U.S., and although most international unions operating in Canada are affiliated with the centrals in both countries, the CLC is really an autonomous national labour centre; in fact, it frequently differs substantially from its U.S. counte part on international and other sues. The CNTU, of course, by very makeup as an indigeno movement, is also an autonomo centre, with its member organiz tions operating almost exclusive in Québec.

The basic unit of labour organiz tion in a particular locality is t "local"—sometimes called lod branch, or, in the case of CN affiliates, the "syndicat." Locals, their equivalents, have their ov constitutions, and the membe pay dues to and participate in t affairs of the local, including t election of officers, financial a business affairs, and the relatic between local and employer.

Local unions normally have good deal of autonomy, and, the Canadian industrial relatic system, most collective bargaini takes place between the local a

mployer of its members. are certain exceptions to ractice in which bargaining ducted on a national or re- scale, and in some cases by nations of unions or locals sociations representing em- s.)

a may vary in size, depending e type of union to which elong and the size of the es- ments in which their mem- re employed. They may be ee types: a local of a national rnational union; one char- directly by a central labour or an independent associ- not connected with any labour organization. The alent of the local in the is the "syndicat," normally fied by including in its name dustry and locality in which rates. The locals of most na- and international unions e the CNTU are identified e name of the union to they belong and by a local ner.

nion is the unit of a labour ization that organizes and rs locals in the industries ades as defined in its consti- , sets general policies for its , assists them in the conduct eir affairs, and co-co-ordi- their activities. It is financed cals through per capita dues ssessments. Unions hold reg- conventions for delegates heir locals, at which general ces are set and officers td.

quivalent of a union in the U organization is the "fédéra- . Federations are organized rily along industry lines, and 71 they were 12 in number.

Among the substructures of union organization are district councils—organizations of locals of a union in a particular area, formed to co-ordinate the activities and administer to the needs of those locals. District councils may hold meetings of delegates from each member local to deal with matters of mutual interest and to elect district officers. They are also known as "joint boards" or "conference boards."

Another part of the substructure, most frequently found among unions organized along craft lines, is the Allied Trades Federation. It is an organization of unions or of locals in a particular area in the same industry, co-ordinating the activities of the members and dealing with jurisdictional questions. Policies are established and officers are elected at meetings attended by delegates from member organizations. Trades federations may be also known as union councils, union federations or joint councils; they are most frequently found in industries organized along craft lines.

Another part of the substructure is the local labour council. These are organizations formed by a labour

central at the city level and they function in the same manner as a provincial federation, but within the scope of a city. They are financed through per capita taxes on affiliates.

This brings us to the level of the central labour bodies or congresses, which, as mentioned, are national co-ordinating bodies that speak for the labour movement as a whole.

The CLC, being a national organization, has a provincial federation in each province. Provincial federations are made up of member unions of the Congress in each province. They act, in the provinces, similarly to the way the CLC acts on a national basis, presenting briefs to the provincial governments and co-ordinating the activities of member locals. Provincial federations do not, however, charter locals. All locals of CLC unions in the provinces are urged to affiliate with provincial federations, but it is not mandatory. Provincial federations of labour are financed by per capita fees from their member locals, and, as with other substructures, are entitled to send delegates to the Congress's conventions.

In the Confederation of National Trade Unions, whose operation is almost entirely in Québec, there are regional councils. These might be considered as equivalent, on a geographic basis, to the provincial federations of the CLC.

The supreme governing body of both congresses is the Convention, held at two-year intervals. In the CLC, the governing body between conventions is the Executive Council, comprising the president, secretary-treasurer, two executive vice-presidents, six general vice-presidents, and nine vice-presidents-at-large. The Executive Council meets at least four times a year. The Confederal Bureau of the CNTU has a function similar to that of the CLC's Executive Council.

In the Confederation of National Trade Unions, the governing body between confederations is the Confederal Council, comprised of the general president, the general secretary, the general treasurer, the general vice-president, the general director of services, one representative of each federation, eight representatives of central councils, and one representative of staff members of the Confederation. This body also meets at least four times a year.

In the CLC, the Executive Committee, comprising the president, the secretary-treasurer, two executive vice-presidents, and the general vice-president are responsible for the administration of the affairs and activities of the Congress, meeting at least six times a year for this purpose.

The CLC is affiliated with the International Confederation of Free Trade Unions, an international body composed of 121 affiliates in 94 countries in North, Central and South America, Europe, Asia, the Middle East, Africa and Australia. Canada has two members on the Executive Board, and the total membership of the ICFTU is 48,000,000.

The Confederation of Natio Trade Unions speaks internati ally through affiliation with World Confederation of Labo which has 81 affiliates in 72 co tries in the Americas, Europe a Africa. The total membership the World Confederation of bour is 15,000,000. The CNTU usually represented on the exe tive of this organization by president.

The structure of the Canadian bour movement as an operat concern is somewhat comp **Eighty-five per cent of all Ca dian union members are in o nizations affiliated with either the two principal labour c gresses, the CLC or the CNTU.** tween these two Congresses th has been much rivalry, arising of jurisdictional matters and g eral philosophy. The CNTU ha ways been opposed to inte tional unionism as espoused the CLC and its predecessors though the reason for this opp tion has undergone some cha throughout the years of CNTU's existence. The CNTU been less concerned than the about such matters as raiding, lieving that inter-union comp tion is a desirable thing becau gives dissatisfied workers a cho The CNTU has also believed more tightly controlled type confederation, in contrast to more loosely-knit character of CLC.

Despite their differences, t have been occasions when Québec Federation of Labour, Québec wing of the CLC, and CNTU have co-operated in pu of mutually desired governr action. A recent example of was the "common front," n up of CNTU and QFL affiliates the Québec Teachers' Corp tion, together representing 21(government employees see better conditions for hos

kers, civil servants, teachers, ydro and liquor board em-yes, and taking joint strike ac- n support of their demands.

lowing this strike action in iand May 1972, a rift occurred h CNTU over the issue of po- a action. A breakaway of the reconservative elements under eadership of the so-called re Ds" (Dion, Dalpé and ge, all former officials in the TI) followed, and a new feder- p), the Confédération des cats démocratiques was md on a platform of indepen- q from party politics. This new organization has been recruiting membership from erstwhile affiliates of the CNTU and, as of October 1972, was reported in the press as having more than 30,000 members.

There are some who interpret the joint action by the Québec Federation of Labour and the other two Québec-based organizations as indicative of a possible restructuring of the Québec labour movement, which might, it is suggested, be composed of like thinking organizations and officials of the Québec Federation of Labour and the more militant wing of the Confederation of National Trade Unions on the one hand, and the more conservative elements, including the CSD, on the other.

In any discussion of the structure of unions in Canada, the very size of that part of the labour movement that is international, and the diverse relationships that result

from this fact, make the international aspect of union structure the most interesting and unique feature of our union movement.

There are 99 international unions in Canada whose membership is deployed among 5,000 local unions; this is about half the total number of locals in the country. Many people are inclined to regard the Canadian labour movement as merely a part of the U.S. movement. In support of this thesis, they cite the fact that Canadian locals operate under the same union constitutions, are represented at international conventions on the same basis as American locals, pay the same per capita dues to international headquarters, and are entitled to the same strike pay and other benefits for their members as American locals.

There are, of course, differences among international unions in policies respecting such matters as strike and contract authorization. **In collective bargaining matters, however, Canadian locals or sections of the internationals enjoy a large degree of autonomy,** particularly in those unions formerly in the CIO before the 1955 merger, and in construction unions formerly affiliated with the American Federation of Labor. Most international unions with locals in Canada have Canadian represe tives—either vice-president board members—on their ex tives.

There are many differences in de facto relationships betw Canadian locals belonging to ternationals and United State cals of the same union. Cana a sovereign power, with a diffe form of government and diffe industrial relations legislation with largely similar econo problems. The Canadian La Congress, however, is a sepa and autonomous Canadian ce labour body.

executives of international
ns recognize these political
legal differences and ac-
vledge that Canadian prob-
can best be handled by Ca-
an officers. This is reflected in
ometimes greater degree of
nomy and control enjoyed by
anadian sections of interna-
ls in Canada than is the case
their counterparts in the U.S.
Canadian sections of a good
internationals are organized
parate Canadian districts. This
pecially true of the interna-
ls with large Canadian mem-
ips. (A good example is the
workers; and, even in a de-
g union like the United Mine
kers, there have been for
years two separate districts
nada, one in the East and one
e West.)

trend toward separate Cana-
districts is likely to continue
result of the guidelines put
ard by the Task Force on La-
Relations and subsequent
rations by the CLC.

Eleventh Report of the Stand-
ommittee on External Affairs
National Defence Respecting
da-United States Relations
d, with pleasure, the resolu-
of the CLC, at its Edmonton
ention in 1970, dealing with
mum standards of self-gov-
ent for Canadian sections of
national unions. The Com-
e, recognizing the wide di-
y in international union con-
tions, outlined several
ctives as desirable.

are as follows: (1) Canadian
bers and locals of interna-
l unions should be recog-
d as the Canadian section of
international. (2) The Cana-
section of the international
n should have the machinery
the authority to deal with all
ers of concern to the Cana-
members and locals. As a general principle, international headquarters should not put a Canadian local under trusteeship without the advice of the Canadian headquarters. (3) In particular, Canadian members and locals of international unions should have complete authority with regard to their collective bargaining program, to the settlement of disputes, and to the conclusion of collective agreements, which should not require approval in the United States. (4) Canadian officers of international unions should be elected by Canadians, either by delegates at conventions or by the Canadian membership. (5) As far as is possible, machinery should be provided so that control over expenditures and staff in Canada rests with the Canadian section and its officers. Financial statements in reasonable detail, giving members a clear view of the financial operations of the union, should be made available to all members. (6) Generally, all steps should be taken to give Canadian sections of international unions full authority to deal with all matters, whether they are concerned with the internal administration of the Canadian locals, or with general social and economic policy, or with collective bargaining without any control from the outside.

The indications are that unions in Canada are here to stay for a long while and will continue to play a significant part in the economic affairs of our country. The structure of the union movement will depend to a large extent on the kind of political, economic and legislative environment in which it will have to operate. It is generally conceded that a free union movement is an essential part of a democratic society; and free collective bargaining is, on the whole, a sound system of allocating the output of our resources and efforts.

It is fair to speculate that unions will become larger; mergers are being encouraged within the movement so that unions will be in a better position to provide the kind of services demanded by their members in a modern industrial society. The problem of international unionism in Canada, if indeed it is a problem, is likely to be left to the unions themselves to solve. Workers are generally pragmatic and they will, given the choice, join the union that serves them best.

Pressure to make corporations more socially conscious, whether it be in terms of industrial relations policies, environmental control or other fields, will have an effect on unions and their attitudes. And unions will, I believe, be responsive to initiatives—wherever they originate—to promote the common good of all Canadian citizens as well as the citizens of other parts of the world that are less fortunate, economically, than we are.

(Francis J. McKendy is Chief of the Labour Organizations and Labour Disputes Division, Economics and Research Branch, Canada Department of Labour. The opinions expressed in this article are those of the author and do not necessarily reflect the views or policies of the Canada Department of Labour.)

PRICE INDEXES

CONSUMER, DECEMBER

The consumer price index (1961=100) increased 0.7 per cent to 143.3 in December from 142.3 in November, an increase identical to that occurring between these two months last year but exceeding the November to December advances of recent years. Food prices rose 1.4 per cent and the level of prices for all other items advanced 0.4 per cent because of increases of 0.5 per cent in the housing and 1.3 per cent in the tobacco and alcohol, components. The transportation index rose 0.2 per cent and the clothing, health and personal care and recreation and reading components, 0.1 per cent. Between December 1971 and December 1972, the all-items index advanced 5.1 per cent.

The food index rose 1.4 per cent to 147.1 in December from 145.1 in November, exceeding the November–December increases of recent years. In the latest month restaurant meal prices advanced 0.9 per cent. The price level of food consumed at home rose 1.4 per cent owing to higher vegetable, fruit, beef and egg prices. Other major foods, except pork, also recorded increases. Vegetable prices rose about 8.6 per cent as higher quotations were registered for all fresh and frozen items and for most canned varieties. Fruit prices advanced 1.8 per cent as increases in some fresh, canned and frozen items were partly offset by declines in others. Compared with a year earlier, the fruit index increased nearly 9 per cent and vegetable prices rose about 4 per cent. In the latest month, the meat, fish and poultry index advanced 0.9 per cent, and was 14 per cent higher than in December a year ago. Beef prices rose 2.1 per cent, and because of higher chicken and turkey quotations the poultry index advanced 0.6 per cent. The average price of pork, which rose about 27 per cent in the past 12 months, declined 1.1 per cent between November and December, registering its first downward movement in more than a year. Between November and December, egg prices rose 11.2 per cent and are now almost 16 per cent above their level of a year ago. The bakery and cereal products index advanced 1.2 per cent as the result of higher bread prices in several Ontario cities. Other items such as corn flakes and biscuits also registered increases. Price advances were recorded for some dairy products including ice cream and evaporated milk. Powdered skim milk declined in price because of specials in Montreal, Toronto and Vancouver. Decreases were recorded also for ground coffee, peanut butter, catsup, sugar, and infants' food. Soft drinks, honey, jam, tea and instant coffee were among items registering increases. Since December 1971, honey prices have risen more than 41 per cent and the price of sugar more than 24 per cent. The food index advanced 8.6 per cent above its level of a year ago. The price of food consumed at home increased 8.8 per cent, and that for restaurant meals 7.0 per cent.

The housing index advanced 0.5 per cent to 146.8 in December from 146.1 in November because of a 0.7 per cent increase in the shelter component, attributable to a 1.1 per cent increase in the home-ownership element. Rents increased 0.2 per cent. In household operation compo there was no change. The fu ture index declined 0.2 per ce various price reductions for room suites and kitchen sets weighed some increases for li room and dinette suites. Most pliance prices were unchange lower quotations for elec stoves, vacuum cleaners and s ing machines outweighed creases for other items, inclu refrigerators. Higher prices for pets and hard surface floor ering were responsible for an crease of 1.0 per cent in the f covering index. The housel textiles component was changed as lower prices for tains offset increases for woo blankets and towels. Higher tations were recorded for dis toilet paper and food-wrap prices of several cleaning sup were lower. The housing i was 5.0 per cent above its De ber 1971 level.

The clothing index rose 0.1 cent to 135.1 in December 134.9 in November. The clo services component advance per cent as higher charges registered for laundry, dry c ing and shoe repairs. The wor wear index advanced 0.2 per as higher prices for hosiery, w len dresses, sweaters and n gowns outweighed the effe sales on pyjamas and winter Footwear prices rose 0.3 per as occasional price increase men's, women's and chil street shoes outweighed r tions (because of sales women's winter boots. Ther a decrease of 0.2 per cent men's wear index and of 0. cent in the children's wear ponent. The clothing inde 3.1 per cent above its level cember 1971.

The transportation index ro per cent to 133.4 in Dec from 133.1 in November be of a 0.2 per cent increase automobile operation comp

d a seasonal advance in the in fares index. The automobile eration rise was mainly because price increases for new cars, assis lubrication charges and otor oil quotations. Gasoline ices declined in several cities ainly in Quebec and Ontario. e transportation index was 1.4 r cent higher than in December 71.

e health and personal care in- x rose 0.1 per cent to 151.8 in cember from 151.6 in Novem- r as higher prices for men's hair- ts and for toilet soap in several ies outweighed reductions for or blades, cleansing tissues and aving cream. The health and rsonal care index increased 3.9 r cent since December 1971.

e recreation and reading index vanced 0.1 per cent to 141.4 in cember from 141.3 in Novem- r. The recreation component in- ased 0.1 per cent because of her prices in several cities for treo combinations and toys that re than offset small decreases television sets. The reading in- x advanced 0.2 per cent as a re- t of higher prices for maga- ies. The recreation and reading dex was 3.7 per cent higher than ear earlier.

e tobacco and alcohol index vanced 1.3 per cent to 134.7 in cember from 133.0 in Novem- r as a result of increases in ciga- te prices. There were increases o in cigarette tobacco prices, d some liquor quotations in va Scotia, New Brunswick and tish Columbia. The tobacco and lohol index was 3.9 per cent ove its December 1971 level.

nsumer price index items, clas- ied by commodities and ser- ies, give another view of the in- ience of the change in prices. e services index rose 0.5 per t because of higher charges for elter services, automobile lubri- ation, dry cleaning, laundry and

shoe repairs. The total commodities index advanced 0.8 per cent because of the 1.4 per cent increase in food prices. Non-durable commodities, excluding food, rose 0.3 per cent as increased quotations for tobacco, liquor, footwear, magazines, toys and motor oil outweighed reductions for textiles, household cleaning supplies and gasoline. A 0.2 per cent increase in durables' prices resulted from higher prices for new cars, floor coverings, and stereo combinations outweighing lower quotations for television sets and furniture. Between December 1971 and December 1972, the services component advanced 5.6 per cent and for commodities increased 4.9 per cent.

CITY CONSUMER, DECEMBER

Between November and December consumer price indexes rose in all regional cities and city-combinations, with increases ranging from 0.3 per cent in St. John's to 0.8 per cent in Toronto. Food indexes advanced in all cities as higher quotations for most beef cuts, fresh produce items, poultry,

eggs, canned fruits and vegetables outweighed lower prices for pork products, powdered skim milk, grapefruit and bananas. Housing components increased in eight cities and were unchanged in four reflecting higher rents, and higher prices for home furnishings such as bedroom suites, rug carpeting, and some appliances. The clothing and the transportation components each advanced in 10 cities—the clothing index because of higher prices for footwear and increased charges for laundry, dry cleaning, and shoe repairs, and the transportation index mainly because of higher prices for new cars, chassis lubrication and a seasonal rise in the train fares index. The tobacco and alcohol indexes rose in all cities reflecting higher prices for cigarettes, cigarette tobacco and increased liquor prices in Halifax, Saint John and Vancouver. The health and personal care, and the recreation and reading indexes, registered mixed movements.

Regional consumer price index point changes between November and December were, on the base 1961=100: Toronto +1.1 to 137.7; Ottawa +.9 to 139.1; Winnipeg +.9 to 136.8; Vancouver +.8 to 134.3; Saint John +.7 to 133.5; Halifax +.6 to 133.6; Montreal +.6 to 133.6; Saskatoon-Regina +.6 to 130.8; Edmonton-Calgary +.5 to 135.8; St. John's +.4 to 132.6; on the base 1969=100: Quebec City +.7 to 108.4; Thunder Bay +.4 to 109.5.

City indexes are not as comprehensive in price content as the Canada consumer price index and may underestimate slightly the degree of price movements occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only, changes in both rents and home-ownership costs are included in the Canada index. As a result of home-ownership costs having increased more rapidly than rents, the housing and all-items indexes for cities underestimate somewhat the rates of price increase, particularly over longer periods. Plans are being made by Statistics Canada to incorporate home-ownership prices in city indexes.

WHOLESALE, DECEMBER

The general wholesale price index (1935-39=100) rose 1.7 per cent in December to 327.9 from the November index of 322.4, and was 11.0 per cent higher than the December 1971 index of 295.5. All eight major group indexes were higher. The vegetable products group component increased 5.1 per cent to 280.7 from 267.0 on higher prices for grains, sugar and its products, bakery products, fresh fruits, rubber and its products and vegetable oils. An advance of 1.7 per cent to 392.2 from 385.8 in the animal products group reflected price increases for livestock, fishery products, fresh meats and eggs. Higher prices for copper and its products and silver, were mainly responsible for a rise of 1.3 per cent to 272.3 from 268.9 in the non-ferrous metals products group index. An advance of 0.7 per cent to 464.1 from 460.7 in the wood products group reflected price increases for fir, cedar and hemlock. The iron products group moved 0.6 per cent higher to 333.6 from 331.6 on higher prices for rolling mill products, and wire. An increase of 0.5 per cent to 247.9 from 246.7 occurred in the chemical products group on higher prices for fertilizer materials and paint materials. Fractionally higher price movements were recorded in the textile products group to 283.0 from 281.9 and in the non-metallic minerals group to 235.1 from 235.0.

RETAIL PRICES IN CANADA IN 1972

Among the 75 food items most frequently bought for home consumption, only 6 declined in price during the year, a survey of retail food prices in 1972, by Statist Canada, shows. The largest crease was in the cost of bac 46.5 per cent. Margarine, one the few items to decline in pr dropped 1.3 per cent.

The detailed survey confirms t the price index for home-c sumed food advanced 8.8 per c in 1972. The meat, fish and pou index rose 14.7 per cent, f prices 8.9 per cent, and vegetab 4 per cent. All pork produ showed large price increases much as 26 per cent for p shoulder roast, 22 per cent pork chops, and 17 per cent sausage. Among other meat pr ucts hamburg increased 17 cent, chicken 18 per cent and b liver 15 per cent. Eggs, bu bread and milk prices also vanced—eggs by 16 per cent, br 8 per cent, milk 2.3 per cent, butter 1 per cent. The cost shortening declined. Some f vegetables—tomatoes, lettuce celery—the prices of which f tuate from month to month, co little less in 1972. Oranges, declined in price. Instant co advanced 6.7 per cent, gro coffee 5.5 per cent, tea 3.3 cent, sugar 24 per cent, and ho 41 per cent.

U.S. CONSUMER, DECEMBER

The consumer price in (1967=100), unadjusted, rose per cent in December and was per cent above the level of cember 1971. Seasonally adjus the index advanced 0.2 per cen the latest month. Most of the in the index was because of hi prices for eggs, fresh vegeta and household services. These creases were moderated by lo prices for meats, fresh fruits used cars. There was an incr of 0.4 per cent in the price of cars.

ABOUR LEGISLATION IN 1972

RT 3: APPRENTICESHIP AND TRADESMEN'S QUALIFICATIONS

RIEN GRAY
slative Research Branch

ng 1972, changes were made pprenticeship and trademen's ification legislation in 7 prov-s. Manitoba passed a new Ap-eticeship and Tradesmen's ification Act which consoli-s into a single statute the pro-ins of the Apprenticeship Act the Tradesmen's Qualification In Ontario, the Ministry of eges and Universities assumed nsibility for matters relating pprenticeship and tradesmen's ification and the Atlantic inces moved toward a stan-dization of apprenticeship course outlines. A major regulation governing the quantitative control of manpower in the construction industry was again reissued under the Quebec Construction Industry Labour Relations Act. Several provinces designated additional trades through changes in their regulations.

BRITISH COLUMBIA

In British Columbia, the trade of iron worker was designated and the scope of the joinery (benchman) trade and the floor covering trade was defined. Provision was made for voluntary certification upon submission of proof of qualifying time and the passing of the required examinations in the trades of iron-worker and joinery and in the trade of cook (6,000 hours for ironworker and cook; 8,000 hours for joinery).

ALBERTA

The Alberta Apprenticeship Amendment Act 1972, went into force June 2, 1972. The amending Act clarifies the position of the apprentice workmen with respect to the Alberta Labour Act, which governs such matters as minimum wages, hours of work and collective bargaining. The Alberta Labour Act applies to apprentices, but the terms of a collective agreement cannot vary any term of employment established by the regulations of the Provincial Apprenticeship Board. The Board has authority to make regulations

prescribing the hours of labour and the rates of wages for apprentices, subject to the Alberta Labour Act.

Apprenticeship requirements were established for the trades of insulator and sheet metal mechanic. Similarly, provision was made for voluntary certification of electrical and instrument mechanics and in the trades of plumber and steamfitters.

In order to become an apprentice in the trade of insulator a person must be 16 years of age and must have completed grade 9 or its equivalent. The training period for this trade consists of 3 13-month periods of not less than 1,600 hours of employment (including time spent attending prescribed technical courses). Where the apprentice does not accumulate 1,600 hours in a 12-month period, the Director may authorize the advance to the next period upon the recommendation of the local advisory committee. Where a person satisfies the Board that he has had previous experience in the trade or that he has attended a technical course of a vocational school and specialized in a course or courses applicable to the trade, the Board, on the recommendation of the local advisory committee, may reduce the number or the length of apprenticeship periods.

The requirements that must be met in order to qualify as an apprentice in the trade of sheet metal mechanic were set out. The candidate must be 16 years of age and have passed the entrance examination prescribed by the Board. The training period for the trade consists of 4 periods of 1,800 hours of employment exclusive of time spent attending prescribed technical courses. As in various other trades, time credits are permitted for previous schooling or experience in the trade.

In the trades of electrical mechanic, instrument mechanic, plumber and steamfitter a person may make application for examination for a certificate of qualification upon proof of efficiency, and 4 years experience (1,800 hours per year) inclusive of time spent attending prescribed technical courses.

MANITOBA

Upon proclamation, the Manitoba Apprenticeship and Tradesmen's Qualification Act will consolidate into a single statute the provisions of the Apprenticeship Act and the Tradesmen's Qualification Act. It establishes a more unified approach to certification and apprenticeship training by abolishing several boards and committees and transferring their functions to previously existing bodies. The Director of Apprenticeship and Tradesmen's Qualifications (formerly the Director of Apprentices) will retain most of his original duties and will also assume the examination functions of the various boards of examiners which are to be abolished. The authority of the boards to issue regulations subject to the approval of the Lieutenant-Governor in Council with respect to certificates of proficiency is now transferred to the Lieutenant-Governor in Council. In order to adequately perform his various duties, the Director will be empowered to inspect the premises, equipment and training facilities of an employer and require him to produce any books and records bearing on his employees' wages, hours of labour or conditions of employment.

The Provincial Apprenticesh Board will continue to function the Apprenticeship and Trad men's Qualifications Board. It h been reconstituted and given a ditional powers. The new Boa will be composed of 9 (previou 7) members appointed to a rene able 3-year term. The Board will given exclusive jurisdiction in major areas—the determination appeals and the composition Trade Advisory Committees. T Board will also be entitled to r ommend the passage of reg lations designed to improve t training and certification of a prentices.

The new Act continues to prov for the appointment of Trade A visory Committees for any trade group of trades, although th composition and functions slightly changed. The role of Advisory Committee is to adv the Board on any matter respe ing the training of apprentices the certification of persons in particular trade or group of trad

Under the new Act, the Ministe empowered to name any trade a designated trade. The provisio governing apprenticeship agr ments have been modified by new Act. Agreements must p vide for at least 2 years of reas able continuous employme which may be reduced by up t year if an applicant has had pre ous training and experience. Act also provides for tempor permits for persons who sat the director that they have work in the designated trade for a riod in excess of the normal te of apprenticeship. In such case certificate of qualification must obtained within a set period time, or the person will be p vented from working in that tra

Under the new Act, where an prentice participates in or unable to work because of a l

l trike, he and his employer a be deemed not to have bro- is apprenticeship agreement.

ther new provision gives the prenticeship Board the right to appeals from any person af- ted by any decision or order of e Director of Apprenticeship. ecision of the Board is final. ial rights under the previous prenticeship Act were limited a efusal on the part of the Di- tor to register, terminate or er an apprenticeship agree- t.

ons found guilty of violating ew Act are liable to fines of ween $100 and $500.

egulation governing the elec- l construction trade was ded to establish a ratio of 1 prentice to 2 journeymen.

NARIO

Ontario the functions of the istry of Labour regarding the prenticeship and Tradesmen's ification Act and the registra- of trade schools will be trans- rd to the Ministry of Colleges d Universities.

gulations were issued designa- g the trades of cement mason d of painter and decorator for prenticeship and compulsory rtification.

pplicant for training as an ap- rentice in the trade of cement son must have successfully mpleted Ontario grade 8 or its uivalent. A person who has aduated in a course for the trade cement mason offered in the cational programs of a junior pecial vocational school and s been recommended to the Di- tor by the principal may be reg- erd as an apprentice. The ap- rticeship training program in s trade consists of 3 periods of la d training and work experi- c of 2,000 hours at full-time educational day classes at a college of applied arts and technology, in the required subjects (or equivalent), and in work experience provided by the employer.

To become registered as an apprentice in the trade of painter and decorator, the candidate must have graduated in a course for the trade of painter and decorator offered in the occupational program of a junior or special vocational school and have been recommended to the Director by the principal. The apprenticeship training program in this trade consists of 4 periods of training and instruction of 1,800 hours each at full-time educational day classes at a college of applied arts and technology (or equivalent) and practical training and instruction provided by the employer.

A regulation issued under the Operating Engineers Act sets out more stringent requirements necessary to obtain a certificate of qualification in that trade.

ATLANTIC REGION

There was a move toward standardization of apprenticeship course outlines in the Atlantic Region. Two trades, motor vehicle repair (mechanical) and electrical (construction) were selected and work proceeded toward standardization. Final agreement in regard to outlines for these 2 trades was reached before the beginning of the training year in September 1971. Atlantic Region Directors have selected 3 additional trades (heavy equipment repair, plumbing and carpentry) as those for which the standard outline will next be developed. In addition, work has commenced to standardize divisional examinations used by the Atlantic Region Departments of Labour.

NEW BRUNSWICK

In New Brunswick, 7 new railway trades were designated. Training and certification of apprentices will be monitored by officers of the Industrial Training and Certification Branch. Through agreement with the training branches of the Departments of Labour throughout the Atlantic Region, New Brunswick will issue Diplomas of Apprenticeship to all apprentices undergoing the first phases of training in Moncton. Apprentices from other provinces will complete practical training at the New Brunswick Institute of Technology and the central repair shops at Moncton.

During the year, several trades were designated as appropriate for apprenticeship and certificates of qualification. Regulations were issued for these trades, defining the scope of the trade and setting out the minimum number of years of working experience required for a certificate of qualification.

The number of years of experience required for these trades varies from 2 to 6: service station attendant—2 years; small equipment repair, and residential oil burner service and maintenance—4 years; drafting (mechanical), industrial electrical, motor vehicle repair (body), plumbing, and refrigeration and air conditioning—5 years; industrial instrumentation, and sheet metal—6 years.

Examinations for the plumbing trade consist of practical theory and code phases and shall be compiled by the Department of Labour following consultation with the Trades Advisory Committee. A total number of 195 points is required out of a possible 300 to attain a pass mark with no mark less than 50 per cent in theory, 65 per cent in the code

and 65 per cent in the practical phases. If the candidate fails any phase of examination he shall be required to be re-examined only in that phase in which he failed.

In order to qualify for a certificate of qualification in the trade of powderman, the candidate must meet the requirements of the particular category for which he is being examined (there are 7 different categories).

The 5-year validity period and the renewal requirements for a certificate of qualification have been repealed. Now, a certificate of qualification is to remain valid unless suspended or cancelled by the Board.

NOVA SCOTIA

Several new provisions were added to the Apprenticeship and Tradesmen's Qualification Act in Nova Scotia. Specific provision is made for access by the Director to the premises and the books of an employer to determine if the provisions of the Act are being followed. Further, he may, upon notice to both parties and after giving them an opportunity to be heard, cancel for cause a contract of apprenticeship. The Director may also register any person as an apprentice or grant a certificate of qualification or a Special Certificate to any person who, in his opinion, is unable, because of physical incapacity or other circumstances, to complete the prescribed course of study or training in a trade or apprentice training program. The amendment to the Act also provides that the terms of an apprenticeship agreement are to be binding on a subsequent employer where a transfer of employment is made.

QUÉBEC

Québec again reissued (effective November 1, 1972) Regulation No. 2 under the Construction Industry Labour Relations Act dealing with the quantitative control of manpower in the construction industry. The new regulation outlines the procedure and the criteria to be followed by the Construction Industry Commission for the issuing and renewal of work permits.

To be allowed to exercise a trade in the construction industry, a person must hold a qualification certificate, its equivalent or an apprenticeship booklet under the Manpower Vocational Training and Qualification Act and also obtain a work permit from the Construction Industry Commission. Under the previous regulation all employees in the construction industry, whether tradesmen or not, were required to have a work permit.

The Construction Industry Commission is empowered to fix the maximum number of new permits to be issued. In order to facilitate the determination of the number of such new permits in a period, the Commission is required to form a regional committee in each of its 15 administrative regions. Each committee is composed of 14 members: 6 union representatives, 6 management representatives and 2 appointees of the Minister.

The regional committees will dra up for the Commission gene and specific recommendations r specting the issue of new wo permits. For any given trade each of the regions, the ratio apprentices to journeymen, esta lished by Regulation No. 1 of t Manpower Vocational Traini and Qualification Act, serves as basis for determining the init number of work permits to be sued to employees.

Within the limits of the maximu number of permits, the Comm sion may issue new work perm (beginning November 1, 1972) any employee who is available work during the course of t standard work-day established the construction decree and w has obtained a work guaran from an employer registered w the Commission.

The Commission, in issuing ini work permits, is required to g priority first to persons who ready hold a qualification cert cate and secondly to employ already working in the indus and lastly to graduates of spec ized schools.

The initial permit shall be of least 3 months' duration and is lid until the following March 1 September 1. Between March and September 1, this initial p mit is considered a 6-month p mit as to the conditions for its newal.

Provisions are made for the issu of annual work permits. On Ma 1 of each year a new annual w permit is automatically issue the holder of a work permit f the Commission who has wor in the construction industry f

imum of 900 hours between
ch 1 and December 1 of the
reeding year. Similarly, a new
rial work permit is issued to
holder of a work permit who
ked at least 450 hours in the
e period, provided he is avail-
ll for work during the standard
-day established by the de-
Provision is also made for the
ing and renewal of 6-month
permits.

ner, the Commission may is-
e "special" work permit for a
rmined period, in order to
with exceptional and unfore-
situations. The Commission
automatically issues a 6-
th work permit, renewable
n needed, to the holder of a
fication certificate issued by
ner province under the inter-
ncial standards (red seal).

ecessary, the Commission may
rmine, before January 1, 1974,
tandards to be applied for the
ing of work permits after Feb-
r 28, 1974. These standards
be approved according to the
edure laid down in the Con-
ruction Industry Labour Rela-
on Act. Where such new stan-
rs are not established, the
ent regulations will continue
aply.

te February 28, 1974, a perma-
n work permit may be issued
te Commission to employees
work in construction in a
nuous manner if, on this
the conditions for the issuing
ch a permit have been estab-
hd by regulation. Any em-
yr who lacks workers in a
e region may appeal the Com-
sn's decision or failure to
k a decision to the regional di-
tr of Québec Manpower,
ce decision is final and with-
out appeal. Any employee who believes his rights are prejudiced by this regulation may, after applying to the Commission, lodge an appeal with the Arbitration Council created under the Manpower Vocational Training and Qualification Act, whose decision is final and without appeal.

The Commission keeps a continuous inventory of employers and employees governed by the decree. The Commission must, on a regular basis, prepare an analysis of the data available from the continuous inventory in order to show (for each month and for each of the regions in Québec) the number of employees who have worked in the construction industry; their trade or occupation; the number of regular or overtime hours worked; and the number of employers affected. These analyses should also indicate the number of work permits issued and any other information allowing for a better knowledge of available manpower, conditions in the labour market, and the vocational and territorial mobility of employees in the construction industry.

In 1971, two regulations were issued under the Québec Manpower Vocational Training and Qualification Act that provide for compulsory apprenticeship and certificates of qualification in 28 construction trades. Persons who had been employed in these trades or specialties were required to have their qualification certificates validated by June 1, 1972 (January 1, 1972 for electrical and pipefitting trades). The deadline was subsequently postponed to January 1, 1973. These regulations were again amended to require these persons to register at a Québec Manpower Centre and obtain an experience certificate before June 30, 1973.

The experience certificate is valid if it states the date of issue, the name, birth date, social insurance number and signature of the holder, also his trade or specialty according to the listing in the regulations or one that is exceptionally defined by the Arbitration Council.

THE NORTHWEST TERRITORIES

The Apprenticeship Training Ordinance in the Northwest Territories was amended to increase the membership of the Apprenticeship Advisory Board from 3 to 5 members.

The foregoing article is the third in a series of 6 reports describing developments in Canadian labour legislation during the year; included is legislation enacted before November 30, 1972. The remaining 3 reports will deal with labour standards, human rights and labour relations. When the series is completed, the reports will be collated and reprinted under the title: "Developments in Labour Legislation, 1972."

CHANGES IN PROVINCIAL SOCIAL ASSISTANCE LEGISLATION IN 1972

by Anne Plunkett
Welfare Research Division
Department of National Health and Welfare

During 1972, there were a number of important changes in provincial social assistance programs as a result of new legislation or amendments to existing acts or regulations.

Prince Edward Island completely revised its Welfare Assistance Regulations, and Quebec proclaimed in force a 1971 Act that provided for the re-organization of that province's health and social service delivery system (L.G. April 1972, p. 187). In British Columbia, two new programs providing a guaranteed minimum income of $200 a month for the blind, the disabled and recipients of the Guaranteed Income Supplement went into force on December 1, 1972.

Rates for various items of need were also raised in a number of the provinces.

Some provinces renamed or reorganized their welfare departments to reflect new services or goals.

Some of the principal changes are summarized below.

NEWFOUNDLAND

Amendments to Newfoundland's Social Assistance Regulations raised some rates and amended some of the provisions concerning financial resources. The Department of Social Services and Rehabilitation was divided into two departments—the Department of Social Assistance, which is responsible for the social assistance program, and the Department of Recreation and Rehabilitation, which is responsible for child care, institutions, the program on aging, the program on youth, rehabilitation, the School for the Deaf, School for the Blind and rec tion (fitness and amateur sport)

RATES OF ASSISTANCE

The $35-a-month food allowa previously set for single adults the first adult in a family was tended to all persons 18 years over, effective April 1, 1972. result, the food allowance for ilies with two adults was incre by $5 a month.

Effective April 1, 1972, the al ance for clothing and pers care for the first adult in a fa was raised from $15 to $. month.

A similar change was made in allowance for clothing and sonal care for adults who boarding and lodging, for chil aged 16 and 17 years who boarding with non-relatives, for persons in homes for sp care.

ental allowance for families
et at $50 a month, eliminat-
he $25 differential between
and rural areas.

w provision permits the Re-
l Administrator to grant up
50 a month additional assist-
for rent and, in exceptional
, an amount in excess of $150
discretion of and with the
val of the Deputy Minister
ial Assistance. A grant of up
00 a month for the payment
ncipal or interest on a mort-
on a home or for renovations
lso authorized.

uel allowance for the period
ry to April (inclusive) was
l by $5 to $25 and was made
ble for two additional
hs—November and Decem-
fective February 1, 1972.

WABLE INCOME

mount of allowable income
itted recipients of short term
ance was increased to $30 a
h for single adults and $60
milies of two or more. For-
, the exemption was $25 a
h for units of one to five per-
plus $5 for each person in
s of five up to a maximum of

NCE EDWARD
ND

**vision of Prince Edward Is-
Welfare Assistance Regu-
s resulted in many changes
ht province's social assistance
ram, including earnings
rptions and rates of assist-**
The Department of Welfare
renamed the Department of
il Services.

EARNINGS EXEMPTIONS

New earnings exemptions designed to encourage or motivate beneficiaries towards "self-help initiatives" are provided for persons in receipt of assistance for four consecutive months or more. If a beneficiary is employed in the labour market on a competitive basis, he is allowed an exemption of 25 per cent of his basic budgetary requirements, provided it does not exceed $25 a month for a single person, $50 for a couple without dependants, $75 for a person with two or more dependants, and $100 for widowed or deserted mothers or mothers with incapacitated husbands and having four or more dependants.

RATES OF ASSISTANCE

There were changes in the allowances for items of basic need and for special needs.

The maximum monthly food allowances now vary by sex, family size, and, as before, by the age of children. The rates for a one-person unit are $38 for an adult male and $34 for a female. For each individual in units of two or three persons, the rates are as follows: $35 for an adult male, $31 for an adult female, $35 for a girl aged 12 to 18 and $42 for a boy aged 12 to 18 years, $29 for a child 7 to 11 years, and $19 for a child six years or under. The rates for each person in a family of four or more are: $32 for an adult male, $28 for a woman, $32 for a girl 12 to 18 years, $38 for a boy aged 12 to 18, $26 for a child 7 to 11 years, and $17 for a child six years or under.

The maximum monthly clothing allowance is now $7 for an adult, $9 for a girl 12 to 18 years, $7 for a boy 12 to 18 years, and $6 for a child 11 years or under. In addition to the monthly allowance, a seasonal clothing allowance may be given in January, May and September, in an amount equal to four times the regular monthly allowance.

The maximum monthly allowances for personal care are now $5 for an adult male, $4 for a woman, $3 for a girl 12 to 18 years, $4 for a boy 12 to 18 years, and $2 for a child 11 years or under.

The allowance for household supplies, which was formerly included in the allowance for personal care, is now a separate item, and varies according to family size. The amounts are $3 for a unit of one, $4 for two persons, and $6 for a family of three. For larger families, the amounts range from $9 for a family of four to $23 for a family of 10; the maximum for units comprising more than 10 persons is $25.

Maximum shelter allowances are no longer set. Instead, the regulations now provide that the rental allowance or the allowance to a homeowner covering taxes, mortgage payments and other payments must not exceed what, in the opinion of the Director, might reasonably be expected to be paid for accommodation of a comparable kind and quality in the same area. They further stipulate that the quality of the accommodation must not exceed the reasonable needs of the beneficiary.

As before, an allowance for fuel and utilities may be granted on the basis of actual costs, provided it does not exceed what might be expected to be paid for comparable services in the same area in the same period.

The list of items of special need has been extended and the conditions set out in considerably more detail. Before granting an allowance for any item of special need

that is expected to cost more than $500 in any benefit year, the Director must obtain the approval of the Minister of Social Services.

An allowance of $25 a month may be given a handicapped person to pay for tasks he is unable to perform. Assistance for laundry service may now also be provided for an applicant who is unable to do his own laundry or if no member of his family is able to do it for him or if he lacks facilities for laundering.

NEW BRUNSWICK

New Brunswick raised some rates, placed some restrictions on aid for special needs and on assistance to young persons and authorized an additional income exemption for certain categories of welfare recipients. The Department of Welfare was renamed the Department of Social Services.

RATES OF ASSISTANCE

The food allowances were raised, effective June 1, 1972, with some changes in the age groups for whom rates are set. Rates are now $26 for a person 13 years or over, $21 for a child 7 to 12 years of age, and $15 for a child up to six years of age. Adjustments are now made for family size; the basic allowance is increased by 20 per cent for a single person, and by 10 per cent for a family of two or three persons. There is no adjustment for units of four or five, but for families of six or more, 10 per cent is deducted. Provision is no longer made for an increase for special diets.

The rate for board and lodging in a private boarding or nursing home was set at $2.65 per person per day. Previously, the amount payable for board or lodging in a private boarding home was the actual cost up to a maximum of $80 a month for a single person and $120 for a couple.

Special Needs. The rules relating to assistance for items of special need were made more restrictive. Assistance for items of special need may now be granted only if the person has been receiving assistance for at least one year. Prior to this time, the Director may, however, authorize special assistance for an item essential to the safety, well-being or rehabilitation of a person in need. Payments for back shelter and utilities bills accumulated prior to application for assistance are no longer authorized.

Young persons. Restrictions were also placed on payment of assistance to young persons aged 16 to 21 years. An application for assistance from a person in this age group will not be accepted, except under the following circumstances: (1) if, for reasons acceptable to the Director, his home is found to be unsuitable for his care, training and development; (2) if he is regularly attending a course of education or training at a technical or vocational school or a full-time course under a approved Adult Education or Training program, or he is prevented from attending school by reason of physical or mental disability or other cause acceptable to the Director.

EARNINGS EXEMPTION

An additional income exemption of up to $100 a month was authorized for the following: (1) persons considered by the Director to be only partially employable; (2) single parent families, and (3) p sons supporting a spouse who been certified by a practising p sician as permanently disabl This exemption, which is an ac tion to the exemptions for fan and youth allowances, etc., r be granted by the Director aft person has been receiving ass ance for three months, and a excluding the earnings exempt of $20 a month previously auth ized.

QUÉBEC

During the year, **some rates w raised in Québec and the Act specting health and social s vices,** which provides for reorganization of that provin health and social services deli system, **was proclaimed in fo June 1, 1972, except for one s tion.** The proclamation of this did not affect social aid wh continues to be paid under Social Aid Act.

RATES FOR ORDINARY NEEDS

As provided in the regulations sued in 1970, the rates in schedule setting out the amou for food, clothing, household personal needs and the all ances for persons rooming boarding were adjusted, effec January 1, 1972, in accorda with changes in the cost of liv using the index established un the Québec Pension Plan w 1970 as the base year. An order council, gazetted November 1972, authorized further increa effective January 1, 1973. Rates now $52 for a single person $88 for a couple. Rates for parent families now range fr $82 for a parent with a child u years or under to $176 for a pa

four dependent children 16 years or over; rates for two t families range from $117 to

for each additional child in s of four are now $21 for child 16 years or over, $16 for child aged 10 to 15 years, and or each child nine years or

mum monthly allowances for and board were increased to or one adult, $95 for two s, and $116 for three.

allowance for clothing and nal requirements for adults are receiving assistance for and board were increased to or one adult, $37 for two s and to $49 for three.

mum Allowances. Two pro- were added to the provision ing the allowance for a single, yable person under 30 years $5 a month. The first reduced aximum allowance by $10 if gle person receives board or ng from his parents or a par- f a family receives board and ng or lodging only from one t or both parents of one of pouses, their aid is reduced $5 a month.

al Needs. The section provid- or aid for health care was ded, effective December 1, to include the purchase or l cost of paramedical sup- and appliances. Oxygen may ovided according to monthly upon the advice of a physi-

octor so advises, up to $10 a h may be allowed by the lo- cal office for dressing and bandages; any additional amount must be approved by the regional office.

Diabetics may be granted up to $5 a month upon the advice of a doctor for syringes and needles.

ONTARIO

Ontario amended the allowance for the special needs of the elderly, authorized general assistance for persons in nursing homes who are under extended care, amended the appeal procedures, and added new publicity requirements. The Department of Social and Family Services was renamed the Ministry of Community and Social Services and given some new responsibilities, including some citizenship functions.

RATES OF ASSISTANCE

The allowances for the special needs of the elderly were amended, effective January 1, 1972. Under the provincial Family Benefits program, the amounts are, as before, $30 for an applicant or recipient if he or his spouse, but not both, has attained the age of 65 years, and $60 if both spouses are 65 years or older, but an additional $15 per month is now payable in respect of each beneficiary who is eligible for the Old Age Security pension. Under the general assistance program operated by the municipalities, the amounts are now: $30 for a single person 65 years of age or older who is not eligible for the Old Age Security pension and for the head of a family if he or his spouse, but not both, is 65 years of age and is ineligible for the Old Age Security pension; $45 for an applicant or recipient who is the head of a family and he or his spouse, but not both, is 65 years or more and is eligible for the Old Age Security pension; $60 where the applicant or recipient and his spouse are 65 years of age and both are ineligible for OAS; $75 for the head of a family, if he and his spouse are both 65 years or older but only one is eligible for OAS.

General assistance was extended to include payments on behalf of needy persons who are receiving extended care services in an approved nursing home, including beneficiaries under The Family Benefits Act. The amount payable, which is to be determined by the welfare administrator, is an amount equal to the cost of the person's care in the home up to a maximum of $12.50 a day less his income, up to a maximum of $3.50 a day. A municipality or an Indian band is reimbursed by the province for 80 per cent of the first $3.50 a day of the cost of extended care in a nursing home and for 100 per cent of the excess, provided it does not exceed a maximum cost of $12.50 a day.

APPEAL PROCEDURES

The membership of the Board of Review, which was established to hear appeals concerning provincial assistance or general assistance, was expanded from 10 to 15 persons. A new provision designed to expedite procedures permits one member designated by the chairman to hold a hearing and make a decision that is deemed to be the decision of the BOARD. Previously, one member

could conduct a hearing but his decision had to be accepted by two or more members, or the Board could deal with the case in such manner as it deemed proper.

NOTICE OF INTENDED ACTIONS

An applicant for or recipient of provincial assistance must now be given 10 days advance notice, including the reasons, before an application is refused or a benefit is suspended or cancelled, and must be informed of his right to file written representations against the proposed action. If the applicant or recipient does not file a submission within the prescribed period or if representations have been submitted and considered, the Director may carry out the proposed action, but must now notify the person affected, giving his reasons for decision; a similar notice must be sent if an allowance or benefit is varied. In all cases, the notice of decision must inform the recipient that he is entitled to a hearing before the Board of Review, provided he applies within the prescribed 30-day limit.

Where practicable, a municipal welfare administrator must also notify an applicant or recipient of his intentions before refusing, suspending or cancelling general assistance.

MANITOBA

During the period under review, **amendments to the regulations under Manitoba's Social Allowances Act concerning allowances for personal care for older persons and financial resources of student applicants were issued.**

The allowance for personal care for a single or married recipient aged 65 years or older, other than a resident of a licensed home for the aged and infirm, was raised from $37.80 to $40.50. A married couple now receives $65.70 rather than $60.60, if both are 65 years or more and are living together.

The provisions making it mandatory to consider the financial resources of a parent when determining eligibility for provincial allowances of students taking undergraduate academic or technical vocational training, except married students, were amended. They now provide that the financial resources of a parent, as determined by the Director of Social Development, are deemed to be a financial resource, except: (1) if the applicant is married or will be married prior to commencement of his classes for the academic year for which assistance is required; or (2) if the person will have attained the age of 25 years on or before December 31 of the year in which his classes commence.

SASKATCHEWAN

Among other changes in 1972, **Saskatchewan renamed the Department of Welfare the Department of Social Services, raised some allowances, and modified some of the provisions concerning financial resources.**

RATES OF ASSISTANCE

Effective from April 1, 1972, the monthly food allowances were raised by amounts varying from $1.05 to $1.85 to: $17 for children four years and under; $25 for ch dren five to nine years; $30 f children 10 to 14 years; $32 f children 15 to 19 years; and $31 f persons 20 years and over.

The adjustments in the basic fo allowances for family size we continued with some chang The additional allowance for on person units was increased fro $2.85 to $6 a month. A unit of tw or three persons is now entitled an additional $8 a month; the r ductions in the food allowanc for families of four or more we discontinued.

An amendment to the schedule personal and household allo ances gazetted December 22, 19 left the adult rate unchanged at a month but raised children's rat to $7 a month for children ni years and under; $10 for childr 10 to 15 years; and $12 for childr 16 to 17 years if attending scho or disabled ($2 if not attendi school).

The maximum maintenance lowances payable on behalf needy persons in licensed speci care homes were raised from $2 to $275 a month for persons r quiring supervisory and limit personal care and from $310 $395 for those requiring extensi care, effective July 1, 1972. A fu ther amendment stipulated that home receive the approved rat only after its financial recor have been examined by the D partment of Social Services; othe wise the maximum payable is $3

nth. In case of extreme hard-p these limitations may be ed or modified by the Direc-

NCIAL RESOURCES

nber of changes were made th rules for calculating finan-sources for purposes of de-ning need. To provide a r incentive for recipients to o improve their standards of and eventually become self-porting, the special exemption rtially employable persons ingle parent families where rent works full time was ex-d to married couples where spouse is totally and per-ntly disabled. As a result, amilies are now entitled to a lete exemption for the first f earnings, plus one-half of ubsequent earnings of the ent, his spouse or dependent ren under 16 years not at-ng school, up to a maximum $5, provided that earnings, the exemption, do not ex-the basic budget require-nt of the recipient and his edants. Basic budget require-nt include transportation costs d from work, up to a max-m of $15 per month, and the of babysitting and day-care ies.

dition to cash assets of $200 iously authorized, an employ-e recipient with one or more edants who is expected to be ed of assistance for more 90 days is now allowed to life insurance with a cash der value of up to $500.

ITISH COLUMBIA

is Columbia raised social as-ce rates and enacted two measures—the Guaranteed mum Income Assistance Act e Handicapped Persons In-Assistance Act.

RATES OF ASSISTANCE

Social allowance rates were increased by about 6½ per cent, effective April 1, 1972.

The monthly food rates were raised from $35 to $38 for a single adult and from $60 to $66 for a married couple. A parent with one child now receives $74 instead of $60.

The allowance for fuel, clothing and sundries was raised from $10 to $19 for a single person and from $20 to $35.50 for a two-person unit. Amounts for units of three to eight persons now range from $52 to $124.50; formerly they ranged from $30 to $70.

The basic shelter rates are now $45 for a single person, $67.50 for a two-person unit, increasing by $7.50 for each additional person in a unit up to $112.50 for a unit of eight. If, however, shelter costs exceed the basic shelter allowance, one-half of the excess may be granted for family units and couples.

Maximum Basic Allowances. In conformity with the changes noted above, the maximum basic allowances were raised to $102 for a single adult, $169 for a married couple and $177 for a parent with one child. Amounts for units of three to eight persons range from $212 to $427 for families with two adults; maximums for families with only one adult are $8 more, ranging from $220 to $435.

HANDICAPPED PERSONS

The additional allowance for disabled persons who are ineligible for Disabled Persons Allowances was increased from $30 to $32 and the maximum total monthly payment raised from $135 to $139, effective April 1, 1972.

SUPPLEMENTARY SOCIAL ALLOWANCES

Changes were made in Supplementary Social Allowances to Blind and Disabled Persons Allowances, to Old Age Security and War Veterans Allowances, effective April 1, 1972. The Supplementary Social Allowances program was replaced in December by two new measures—the Handicapped Persons Income Assistance Act and the Guaranteed Minimum Income Assistance Act. These Acts, which went into force on December 1, 1972, guarantee a minimum income for eligible persons.

The Handicapped Persons Income Assistance Act provides for a supplement sufficient to raise the income of recipients of Blind Persons Allowances and Disabled Persons Allowances and recipients of social assistance who qualified for handicapped persons assistance up to $200 a month a person.

The Guaranteed Minimum Income Assistance Act provides the same guaranteed minimum income assistance to persons aged 65 years and over who are receiving the Old Age Security pension and the Guaranteed Income Supplement. Persons who are not eligible for Old Age Security may apply for assistance under the Handicapped Persons Income Assistance Act.

Persons with spouses who do not qualify for assistance under these programs or who have dependent children may obtain social assistance on their behalf.

GOOD NEWS AND BAD IN THE OECD'S REVIEW OF CANADA'S ECONOMY

BY GEORGE SANDERSON

The expansionary trend in the Canadian economy is likely to continue through 1973, and growth of real gross national product should cause the unemployment rate to fall below 6 per cent in the latter part of the year. But the nation's inflation rate is expected to remain high.

These predictions were made by economists at the Paris-based Organization for Economic Co-operation and Development (OECD) in their annual review of the Canadian economy prepared before the recent devaluation of the U.S. dollar and Finance Minister John Turner's new budget.

"Aided by an expansionary policy stance, growth is likely to continue at rates well above potential," says the OECD. "The present forecast anticipates a growth of real GNP at annual rates of over 6 per cent through 1973. This should cause unemployment to fall below 6 per cent in the later part of the year."

This prediction follows closely Turner's own forecasts in February. He said his budget measures would increase growth of the GNP to 7 per cent this year, while finance department officials optimistically predicted the measu would bring the unemployme level down to 5.5 per cent or les

Canada's inflation rate, howe is still "not very encouraging," report continues. It was runn above 5 per cent in 1972 and expected to remain high." T consumer price index rose points in February to 145.3, co pared with 144.5 in January a 137.3 a year ago. Labour costs are "still rising undesirably fast' Canada.

OECD sees it, the principal problem is **"how to control the movement toward a more acceptable labour market position, and later to preserve a climate of high employment without setting off a round of inflationary pressures.**

problem is complicated by wide regional disparities in and industrial structure that exist in Canada. In addition, changes have taken place in the labour market during the past 15 years as a result of which there appear to be stronger upward pressures on costs and prices for a given unemployment rate than was the case in the past."

report suggests, in guarded that **Canada may have to take a second look at price and wage controls in the near future.** the economy nears its capacity level and price pressures become more pronounced, the issue of price/wage controls, which has been the subject of contingency planning by the authorities, may well assume increased importance.

"no easy conclusions are possible with regard to the costs and benefits of price and wage controls," the OECD notes that the United States economic stabilization program, which may be most relevant when trying to judge the feasibility of this approach in Canada, appears to have had some overall success in stemming inflation, and it has certainly served to make the general public more aware of major price and wage decisions.

"Although Canada is more open to external decisions than the U.S., price and income controls would be likely, under favourable conditions (such as 'consensus among the main interest groups that such controls are desirable; and the absence of strong inflationary pressures from abroad, particularly from the United States'), to act as a useful supplement to demand management.

"There may be costs and inefficiencies involved in operating controls," say the OECD experts, but "these have to be weighed against the losses that result from attempting to solve the inflation problem through the restriction of demand growth alone."

The Government has so far rejected mandatory price and wage controls for Canada, but Conservative financial critic James Gillies said his party would impose controls immediately upon coming to power. "If this party were the Government, it would have introduced on budget night a program that would have called for a (90-day) freeze on wages, prices, dividends and income," he said in the House of Commons in February.

Gillies explained that his party would have used the time of the freeze to consult with the provinces, labour leaders, business leaders and consumer groups to work out "an economic stabilization program that would really get to the heart of Canada's inflation problem."

The OECD economists recommend also a gradual reduction of stimulative measures, and that future policy be "tempered in the light of the evolution of costs, prices and labour market conditions. In view of the long lags that appear to exist between shifts in monetary policy and their economic impact, it is particularly important that **there should be a certain moderation in the high rates of monetary expansion experienced in the past two years.** Such moderation would help to reduce the dangers of an excessive build-up of liquidity that would create difficulties later should serious inflationary tendencies develop and the authorities wish to exercise more restraint."

But the OECD warns that too tight a squeeze on the money supply could be detrimental to employment and growth in the underdeveloped areas of the country. Consequently, **the report urges the Government to direct its efforts more toward controlling the growth of federal revenues and expenditures.**

Because fiscal stimulus or restraint can be regionally differentiated to a considerable extent, budgetary changes would not drive up interest rates and discourage capital spending, particularly in the poorer provinces, as would shifts in the money supply, say the OECD's economists.

The review adds that "the achievement and maintenance of a satisfactory level of employment is

likely to call for an intensification of selective policies designed to increase job opportunities for particular groups of the labour force." In this connection, the OECD believes that a "broad approach" must continue to be taken on regional development policies, and that **a 4 per cent unemployment target, not to mention the 3 per cent long-term target suggested by the Economic Council of Canada, would seem to be realistic "only where regional differences have been substantially reduced**—a process likely to be difficult and to require time."

The survey devotes special attention to regional trends and problems. It notes that Ontario and British Columbia have the highest per capita income levels in Canada, while Quebec and the Atlantic Provinces fall well below the national average.

The OECD states that developments in the 1960s "generally added to the industrial primacy of Ontario, with significant gains also being recorded by most of the Western provinces."

"On the other hand," say the OECD economists, "the economic performance of the Atlantic region, while improving relatively, remains well below most of the key national averages with respect to production, income, employment and investment. And the situation in Quebec has seen some relative deterioration."

In their assessment of Quebec's economy, they affirm that the French-speaking province "would appear to have both locational and resource advantages," and they partially attribute its lagging performance to "the traditional stress of the Quebec school system on liberal rather than technical education and business training."

The report also examines briefly the impact of the separatist movement in Quebec, stating that it "may have discouraged the establishment of new enterprises and business investment."

Commenting on the influences at work in Western Canada, the report notes that Manitoba, with its more diversified resource base, has found it easier than primarily agricultural Saskatchewan to promote industrial development, and Alberta has benefited from rapid development of its oil and gas industry and coal production.

"British Columbia has a well-diversified resource base, and activity in the province has received considerable stimulus in recent years from the growing Japanese market.

"Over the longer term," adds the report, "one might in fact expect that the westward shift of population and activity, which in the past has frustrated the economic aspirations of the Atlantic Provinces, will continue, with historically marginal areas in Western Canada developing into important population and industrial centres."

The review has some good ne for Canadian consumers. They v be in a relatively strong positi financially, with their disposal income continuing to grow ste ily as well.

The national wage bill is expec to rise at an annual rate of 11.5 cent in 1973, with wages per e ployee growing by about 7.75 cent and employment rising approximately 3.25 per cent.

Savings will tend to decline fr the "exceptionally high" level recent years, and the OECD pects consumer credit to be "re ily available" in 1973, although costs to the borrower may rise it will not be very easy to houses. Mortgages will bec more expensive and harder to as the "remarkably high" build rate of 1972 falls off.

The investment outlook rem uncertain. "Business outlays plant and equipment have b well below their potential gro since 1967, leaving room for a c siderable amount of 'catching in the next few years," say economists. Moreover, some certainties remain, "particular the area of future economic tions with the United States; effect of the enlargement of European Economic Commu and its special trading arra ments; and the uncertain lon term exchange value of the C dian dollar."

HE CANADA LABOUR CODE AND HE SHORTER WORKWEEK

Aone-man government com-sin has recommended that anada Labour Code be ended to permit employees un-deral jurisdiction to work g but fewer days each week out overtime pay.

S. Johnstone, a former di-o of the Labour Standards n of the Canada Department bour, has urged the federal ernment to change Part III of nada Labour Code (Labour ords) to allow for a com-ed work week in situations g arrangements have been through collective bargain-ad where, in the absence of a employer and employees to an altered work week to sfaction of the Minister of r. This would apply to work-most forms of transport and unications, banks, primary , some agricultural and g processes, and the oper-of Crown corporations—all rises governed by federal sdiction.

ne was appointed by the da Department of Labour in 972 to study the advisability nging sections of the labour governing working hours. g his six-month inquiry, was watched closely by la-and management in the ed States and Canada, briefs presentations were received n firms, unions, business and the Canadian Labour gress.

LC remains firmly opposed ar scheme extending work beyond eight in a day. In its ae brief to the commission, Congress argued last Septem-t "any move to an extended

Harris Johnstone

workday would take Canada back into the 19th century." If there is any change in federal labour standards, the CLC said, it should be toward a four-day, 32-hour week.

Labour Minister John Munro will soon announce the Government's decision on the proposed changes to the Labour Code. He says "eight hours a day seems reasonable."

Munro has not ruled out the possibility of a 32-hour or 35-hour week in the not too distant future, but says the Government will wait for it to be widely established in Canada before legislating it. "If one believes in collective agreements, one must let employer and employees decide on such matters," he added.

Canada's provinces have readily permitted experiments with modified work weeks. Permission to extend daily hours without overtime pay is required only in Ontario, British Columbia, Saskatchewan, Manitoba and Alberta. In the other five provinces, with one minor exception, there is no requirement to pay overtime on other than weekly hours, generally 48.

The Johnstone inquiry was prompted by a request from five companies to put some of their employees on freer work schedules—ranging from a work week of three 12.5 hours a day, to one of four days at 10 hours a day—without having to pay overtime rates after the daily eight hours. Johnstone submitted Phase 1 of his report in September 1972, recommending that the five companies be allowed to design their own work schedules to give employees larger blocs of free time.

Commenting on the "flexible" hours plan permitting employees to set their own starting and quitting times—providing they work a certain number of hours each day, week, or month—Johnstone noted that such arrangements in Canada, Europe and the United States have generally been successful.

Staggered working hours are favoured in the larger urban centres, where many people are anxious to avoid the frustration and delays of travelling to and from work when buses and subways are crammed with people, and streets and highways are choked with vehicles.

The important feature of the flexible hours system from the standpoint of the employee is that it enables him or her to make individual adjustments to suit individual needs. The principle advantage for employers is that it creates a better working climate.

G.S.

POLICIES AND PROPOSALS OF THE CHAMBER OF COMMERCE FOR 1973

A delegation from the Canadian Chamber of Commerce met with Prime Minister Trudeau and the Cabinet in February for a 90-minute public session to discuss a wide range of economic and social issues, including business-government relations, the work ethic, unemployment, inflation and taxes.

In its annual presentation to the Government, **the Chamber made 343 policy statements and proposals, including suggestions for the formation of a business group to advise government on proposed legislation,** "thus avoiding the possibility that the private sector will appear to be 'contending against' legislation, which is far from our intention."

Though the initiative for this body might come from the Cabinet, the Chamber would be prepared to work closely with government representatives to define the objectives and operations of the body and to help determine the kinds of people who would serve on it.

Chamber President A. John Ellis told the Cabinet that the weakening of the work ethic was an important national issue across Canada and he urged the Government to amend the Unemployment Insurance Act. He said farmers and businessmen in all parts of the country were finding it difficult to get people to work because of the various public assistance programs available.

"In my view, benefits that in effect remove the incentive to work cannot help but alienate the vast majority of Canadians who believe not only in the dignity of work but also in support for those who are ready, able and willing to work but for whom work is not available," he said.

Prime Minister Trudeau said he found it hard to believe that the work ethic has been weakened when almost 95 per cent of the Canadian workforce is employed. Manpower Minister Robert Andras suggested that industry take a look at what it might be doing to weaken the work ethic. He noted that the United States is experiencing problems because workers suffer a lack of fulfilment in assembly line jobs. This has led to high absenteeism and turnover.

Ellis expressed the Chamber's disappointment with recent government proposals to tighten up unemployment insurance legislation. He said they did not go far enough to restore some basic insurance principles to the Act. The Chamber reiterated a stand it took last year, seeking to have all sickness and pregnancy benefits removed from the scheme, to increase the number of weeks an employee has to work to be eligible for benefits, and to reduce the maximum period over which benefits may be paid. It also wants some moderation in the ratio of benefits to previous weekly earnings.

The Chamber stated its objection to any legislation that would impose compulsory union membership or dues deduction as a condition of employment. It proposed also that trade unions be made responsible before the courts for their actions; and that strikes or lockouts hazardous to the health and safety of the public be forbidden.

On the subject of technological change, the Chamber recommended that "in order to ensure productive efficiency, **no legislation should be enacted that would inhibit the introduction of technological improvement,"** which the Chamber views as "essential to the country's welfare and its economic strength."

The business delegation reiterated its opposition to wage and price controls at this time. "All evidence suggests that such measures are unlikely to succeed, particularly in Canada, unless a real crisis exists and unless their is a national consensus in their favour.

"The Chamber supports, however, the concept of developing a contingency plan for use in outbreaks of serious inflation, which would be applied equitably to all sectors of the economy if a crisis and a consensus exist."

The submission added that "improvement of wage rates and fringe benefits must be dependent on economic conditions, national productivity, and Canada's trading status . . . A continued upward spiral without regard to these factors will jeopardize the economic health of Canada."

The Chamber suggested that the Government help curb inflation by curtailing its own spending as much as possible. "Total expenditures by governments . . . now represent about one third of the country's total outlay on goods and services, and require levels of taxation that place a heavy burden on individuals and corporations . . . The degree of participation in the economy by governments has reached the saturation point."

The annual submission proposed also that taxes be reduced to help stimulate the economy and make more jobs available.

Treasury Board President C. M. Drury asked the delegation how the Government could cut taxes, reduce expenditures and still try to eliminate regional economic disparities. Drury stated that the Government would have to increase its spending under the regional economic expansion program if it is to reduce these differences.

There is, moreover, the added problem of persons on fixed incomes, such as old-age pensioners, whose buying power is weakened by inflation. In the absence of price controls, something must be done about these people, but a pension increase would once again mean more government expenditure.

G.S.

THE COUNCIL OF CANADIAN UNIONS

Since its formation in 1969, the Council of Canadian Unions has been giving financial and organizational help to independent unions of Canadian membership that are not affiliated with the Canadian Labour Congress or the Confederation of National Trade Unions. The Council, formed to give aid to the small, independent Canadian unions as well as to unorganized workers, aims to build a national union movement in Canada that will not be influenced by the decisions of American labour leaders.

Kent Rowley, Secretary-Treasurer of the Council, pointed out several reasons why a strong Canadian movement is needed. Canada, he noted, is fighting for its economic independence. The trade union movement, the largest mass movement within the country, should be the organization best suited to lead this fight; however, because 65 per cent of the union members in Canada belong to American unions, labour is handicapped in any fight on issues of Canadian national importance.

Rowley cited cases where heads of Canadian branches of American unions have restrained their criticism of American actions that harm Canada simply because those heads are themselves appointed from the United States. As President of the Canadian Textile and Chemical Union, Rowley is well aware of the situation in that industry. He notes that Canadian leaders of textile unions with mainly American memberships have concentrated their criticism of cheap foreign textile imports on Japan and other nations while the real flood of low-priced tex comes from the southern Ur States, according to Row where only a small percentag the workers are unionized.

Rowley points out other rea for Canadianization of the la movement: nearly all Ameri based unions reserve the righ impose trusteeships, fee incre and other sanctions on their C dian locals. **Canada,** he point **is the only country to allow su high degree of external co over its labour force. He dism the argument that internat unionism is the answer to he multinational corporation, p ing out that the most effectiv tions against the corpora have been taken by Euro union movements that are na alist in form.**

The argument for interna support for workers is, in fact of meaning, Rowley claims unions often do not suppor

dian memberships, and since act negotiations seldom in- both Canadian and Ameri- workers, Rowley questions the for a common union.

uption within the U.S. labour ement is another reason Row- ites for a Canadian move- as well as the "business ism" that operates unions profit-making basis. Rowley s to the building trades as an where corruption is partic- widespread. Terms are im- on Canadian workers, he and jurisdictional areas are rom one union to another.

ih locals that have defected American unions have not so only because of poor ser- from union representatives, Rowley: he believes that the for independence is the pri- reason. Noting the case of nited Steelworkers of Ameri- local in Kitimat—which ly broke away to become an dependent union—Rowley that the checkoff from orker members went direct ion headquarters in Pitts- g, to be distributed back to al from there.

dition, he said, Canadian orker members were paying u $10 a month in union dues lyb find out that strike pay be- nly after strikers had been te job for over one month.

According to Rowley, many of the workers in Kitimat were from Europe and were incredulous that Canadian union members should pay fees to the United States. Members of the local decided that they could better spend their money by forming their own union, Rowley added, and the result was the establishment of the Canadian Workers' Union.

The Council of Canadian Unions was formed to tie together independent unions similar to the Canadian Workers' Union. **Though the Council has been established since 1969, its greatest growth has occurred within the last year and it currently represents 20,000 of the approximately 800,000 workers who belong to Canadian national unions affiliated with the CCU.**

Most of the Council's membership is in Western Canada, but the CCU has representation from all provinces west of Quebec. The Pulp and Paper Workers of Canada is the largest single affiliate. Its membership is centred in British Columbia as is that of the Canadian Workers' Union which has applied for CCU affiliation. In the Prairie Provinces there is the Canadian Association of Industrial, Mechanical and Allied Workers, a union with headquarters in Winnipeg. Ontario affiliates include the Canadian Union of Operating Engineers, centred in Brantford; the Transportation Employees' Canadian Union, with offices in London; and the Bricklayers', Masons' Independent Union, a Toronto-based union; and the Brantford-centred Canadian Textile and Chemical Workers' Union. In Québec, the United Oil Workers' Union with membership mainly in the Montreal area is an affiliate.

As a loose affiliation, the CCU's affiliation requirements are minimal. There are no permanent national officers, and positions are held by officers in the executive of member-unions. The affiliation fee is $25 with a monthly payment of 10 cents per member. Before extending membership to applying unions, the CCU carries out an investigation to ensure that no company unions are admitted. There are few other criteria, though, and the constitution states that "there will be no discrimination as to membership and affiliation due to sex, race, religion, colour, nationality or beliefs."

Membership in the Council is not solicited and organization takes place only on request by workers wishing to form a union associated with the CCU. **Organizing is all done through existing affiliates, since there is no full-time national staff. The Pulp and Paper Workers' of Canada, for instance, takes men from one affiliate on leave of absence when there is a request to organize a new union.** Rowley points to this as one way that the CCU hopes to keep rank and file organization in its operations.

J.M.

THE BATTLE FOR BENEFITS IN JAPAN

■ **This is likely to be a decisive year in Japanese labour-management relations. Reduction of working hours, demands for large pay increases and reorganization of the labour unions are the major issues this spring.**

Japan's trade unions have set up two main targets for 1973's "spring offensive"—the 18th since the first was launched in 1954. They are demanding a record wage increase of about 16 per cent, improvement of working conditions—including a reduction in working hours—and an extension of the retirement age beyond the usual 55 years. Strikes will serve as the main weapon to achieve these objectives—including a general strike, if necessary, by unions in both government and the private sector.

The Japan Federation of Employers' Associations (Nikkeiren), however, has adopted a stiff attitude. In its 1973 white paper on wages, Nikkeiren insists that "in view of monetary uncertainty and the gaps among various industries, management cannot take an easy attitude toward the labour unions' demands in this year's 'spring offensive'."

The white paper adds that a settlement of demands for improved working conditions is a matter to be negotiated between labour and management without government intervention.

The unions asked for a 12 to 16 per cent wage increase last year but settled for about eight per cent. This year's spring offensive is being launched on a much larger scale, however, and may last longer than last year's.

The Spring Offensive Joint-Struggle Committee, a principal organization, was established in October 1972. It consists of 173 unions with a total of 8.2 million members affiliated with the General Council of Trade Unions of Japan (Sohyo) and the Federation of Independent Unions (Churitsuroren).

The Committee has scheduled its first major confrontation of the year for mid-April. All private and public service unions are planning to launch their first wave of strikes around this time. The biggest strikes will be called towards the end of April.

The 2.2-million-member Japa[n] Confederation of Labour (Dor[i], consisting of 26 unions, is lau[n]ing its own spring offen[s]. Domei is asking for a wage [in]crease of 12 per cent. This is l[ess] than the estimated product[ivity] increase of 10.9 per cent for [the] fiscal year 1973. Domei just[ifies] this demand by pointing out [that] productivity in Britain, West [Ger]many, France and Italy incre[ased] by an average of 4.5 per cen[t] 1971 but their wages shot up [at an] average rate of 11.8 per cent.

How Prime Minister Kakuei [Ta]naka's Liberal-Democratic go[v]ment handles this spring's la[bour] problems may determine [the] course of domestic politics. [The] big gains made by the Japan[ese] cialist Party (JSP) and the J[apan] Communist Party—the se[cond] largest opposition party afte[r the] JSP—in last year's general ele[ction] will have a tremendous in[fluence] upon this nation's future l[abour] movement and labour-man[age]ment relations. As many a[s] union leaders—many of ther[e] cialist—were elected. Nearly a[ll] the JSP Dietmen are from th[e la]bour camp. The figure fo[r the] Democratic Socialist Party is [7] per cent.

STORM CLOUDS OVER SOUTH AFRICA

n te wake of a recent wave of riks in South Africa, politicians nd trade unionists are asking hether enough will be done by oth government and employers o avert the prospect of serious nd prolonged industrial strife in hat country.

ckEspie, Secretary of the Trade nin Council of South Africa, hich is fighting for official union epresentation for blacks, has ared that the agitation by acks for more pay is "gathering a omentum of its own and is fast evoloping into an avalanche."

The trouble began early this year with a pay strike by black employees at a Durban brick and tile company, but spread quickly to a variety of other concerns and finally to Durban City Council where 16,000 black workers refuse to accept a $3-a-week raise and left whites to handle their own market deliveries, garbage collection, electricity, roads and waterworks maintenance.

Faced with threats of dismissal—not to mention the prospect of increased hardship—most of the strikers were back at work within a month. With no unions, and therefore no strike pay, a decision to remain on strike was becoming increasingly difficult.

The situation in Durban sent shock waves through white industrial management. **It was the first serious challenge to white employers and the Government on the issue of the blacks' right to strike for more pay.** The walkouts and stoppages in Durban affected almost 100 concerns and involved possibly 40,000 employees.

The demands of the black workers show that many were being paid about $15 a week, well below the designated poverty line. This line fluctuates from area to area but is calculated at about $30 weekly for a black family of five.

The International Labour Organization reports that all the information available on the incomes of the different racial groups in South Africa confirms that **there exists an enormous and in many cases widening gap between the earnings of blacks and those of whites.** Blacks make up 68 per cent of the population but receive less than 20 per cent of all income, while whites, who account for less than 19 per cent of the population receive about 74 per cent of total income.

The ILO gives various reasons for this enormous disparity in wages. One of these is the absence of any statutory minimum wage legislation, which results in black incomes being determined by market conditions of supply and demand. In addition, wage differences correspond to the relative bargaining position and rights of different groups. Black workers are placed on an unequal footing not only because they have generally not been able to acquire specialized skills but also because they have no collective bargaining rights under industrial legislation (the Government insists blacks are "not ready" for trade unions).

But the most important factor is the industrial colour bar, which prevents black workers from advancing to the higher-paid skilled and technical occupations. Another effect of the colour bar is that by creating an artificial scarcity of skilled labour, it places an excessively high premium on the skilled (mostly white) manpower available. This accounts to a large extent for the big difference between skilled and non-skilled wages in South Africa.

The ILO says also that even in cases where blacks and whites perform similar work, official policy up to date has maintained a difference between the earnings of the various racial groups.

Now white trade unionists—even some of the more right wing—and opposition party politicians are pressing for a better deal for blacks who have not been allowed to register in trade unions but have begun to organize unofficially on their own.

Marais Viljoen, Minister of Labour, says his Government is "not indifferent" to reasonable demands for higher wages and does not hold the view that existing wages should not be improved, but it cannot countenance the use of wage demands to bring about "disorderliness prejudicial to the State."

The Government has promised legislation to encourage white employers to make more use of special "works committees" for negotiation with their black employees. This system has been suggested in the past but few white employers have been willing to adopt it.

In the meantime, Drake Koka, Secretary of the Black Allied Workers' Union, is warning industrialists that "labour unrest will spread unless there is an immediate and total overhaul of the South African labour system."

G.S.

MANAGEMENT MARXIST STYLE

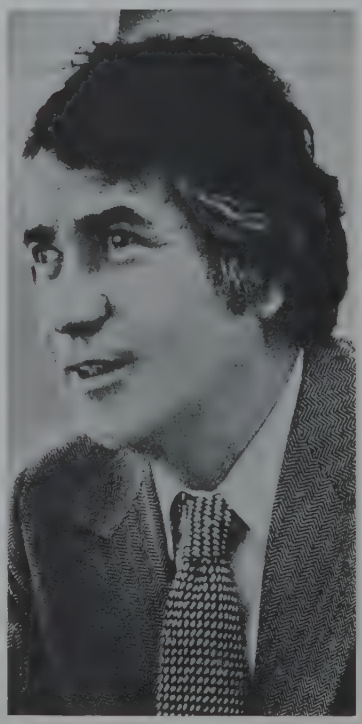
BY FRANK JONES

Six months ago Hammsheinz Porst, a 50-year-old West German multi-millionaire, handed over control of his companies to his employees.

It marked the culmination of four years of planning which began in a cell in Landsberg prison where Porst, an avowed Marxist, was serving an 18-month sentence on charges of collaborating with East Germany.

Today Porst, an intense man with a mop of dark, graying hair, punches in on the company time clock along with other employees, works as one of three equal company managers, and could be fired by his former employees at any time.

This year the companies' projected profits of $1.3 million from the sale of cameras, data processing equipment and a newspaper TV-listing supplement will all be shared by the 1,500 employees and put back into the enterprise.



Beate Ridel, 23, an $80-a-w clerk at Porst's new orange- oured plant set in woodlands side Nuremberg, figures her p share this year will be $833.

Porst's dream began at the en World War II during which served in the German Army lost an eye.

"I became convinced that humanitarian principles can vent war," said Porst in his co office separated only by a fi cabinet from the rest of the w ers in the open-plan office.

"And I believe those humanita principles are developed hig under Marxism.

His leftist views did not dissu Porst's father from bringing into the family firm first as a p

ıd, from 1960 on, as the boss.
:ther, now 77 and strongly di-
ɔving of his son's action,
ıed over complete control in
C

awhile Porst, aiming to in-
ae contacts between the two
rmanys, made 10 trips to East
rmany during the 1950s and
C

ıually the West Germany gov-
ment charged him with making
g contact with people in-
vd in espionage, and Porst, a
ıg family man with four chil-
ı ended up in Landsberg
ɔn.

Hn I was in prison I tried to
t of a new way to apply my
ıples. Certainly no political
t would welcome a man from
ɔberg," he said. "And I could
d expect to work through the
d union movement."

tought of handing over con-
f the Porst companies to the
lers, but then dismissed the
is impractical.

tr Reiber, the manager Porst
eft in charge and who visited
egularly, told him: "Let's try
dit."

rig the prison period Porst
td out his ideas in a series of
s—often 12 pages long—to his
nd to Reiber.

did not only think of the
ıany. **His ideas were about**
nand women, the emancipa-
n of women, of how people can
letter together," said Reiber.

e he was finally released in
vmber, 1970, said Reiber: "He
changed man—a much more
ıbled person."

rst action was to renounce
d position as top dog in the
ınd declare himself an equal
he other two managers, Rei-
ad Heinz Wohlrab.

"It was hard for him," said Reiber. "But if he voted yes on a decision and Heinz and I voted no, then it was no."

The talks and letters in prison said Reiber, had led to a fundamental question. He wrote it on a white blackboard on the office wall for emphasis: **"What is a company for?"**

"In 99 per cent of companies, the answer is profit," said Reiber, still writing. "And not even that—maximizing profit.

"But if I ask you as a human being what you are living for, you will not tell me, 'to make money'."

Porst invited his employees to say what they wanted out of the company. The answers boiled down to five categories: More information about the firm, more spare time, more independence in their work, better social security, and more money.

"They wanted all these things to reach one overall goal, which was to be more independent," said Reiber.

Porst, as sole owner of his companies' $5 million capital, stopped short of handing over the capital to the employees (as some Communists have argued he should have done if he is a true Communist).

Instead he lent them the capital for 10 years, asking in return that he should receive regular bank interest plus 2 per cent on the money.

During the 10-year period it is expected the workers' profit fund will be sufficient to pay off the loan, leaving the employees as sole owners as well as managers of their empire.

To ensure the workers have a line of credit from sceptical bankers, Porst has pledged his own private possessions, including 5,000 apartment units, as collateral for the next five years.

The worker committees still recommend policy on such matters as wages, vacations and working conditions. But one thing has not changed: To remain competitive and ensure quick decisions in the market place, the companies are keeping their traditional managers.

The workers cannot change management decisions; their main weapon lies in dismissing any manager they feel is not performing.

The top policy body is a board of directors consisting of five elected workers and four lawyers and bankers, two of them appointed by Porst, and two by the workers.

If the firm loses money the workers can only lose their accumulated profits—their personal possessions are not put at risk. They'll receive annual interest on their money at 7.5 per cent, but won't be able to withdraw their share of the profits unless there's a general decision to pay out part of the fund or on retirement.

In terms of making work more enjoyable young Beate Ridel says the plan is working fine. "I worked for a secretarial agency before, so I've worked in about 30 companies," she said. "This office is far less authoritarian than anywhere I've worked before."

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(The opinions expressed in this article are those of the author and do not necessarily reflect the views or policies of the Canada Department of Labour.)

BOOK REVIEWS

American Labor; by M. B. Schnapper; Public Affairs Press; Washington, D.C.; 574 pages.

Written to commemorate the bicentennial of the United States, "American Labor" follows pictorially the 200-year history of the American labour movement. By documenting the notable episodes in the fight for union recognition and bargaining rights, as well as the landmark strikes that won labour its present position of influence, labour's story is traced from the indenture system of colonial times, through the development of industries and such crises as the World Wars and the Depression, up to the present.

The evolution of working conditions, child labour restrictions, and improved workers' rights is followed by means of archival and modern illustrations, including photographs, engravings, and drawings. The contribution of dominant personalities in labour's development—Samuel Gompers, John L. Lewis, Walter Reuther, and George Meany—are chronicled from their beginnings in the labour movement to their respective roles of union leadership. Among the book's singular illustrations are secret documents of the once powerful Knights of Labour and previously unpublished Mathew Brady photographs.

The illustrations, gleaned from over 60 sources and complemented by a factual test, make this book an outstanding record of labour history. The turbulent, often violent, development of labour stands out vividly in the management-labour clashes that are depicted, and we are reminded of labour's painful journey to respect and dignity.

From the Molly Maguires to United Mine Workers; Harold Aurand; Temple University Pr Philadelphia, Pennsylvania; pages; $10.00.

A study of the "social ecology an industrial union," this b centres around developments the Pennsylvania anthracite m ing regions between 1869 1897. It was at this time that lective action was first develop in that industry—a highly d gerous industry employing a l workforce.

Starting with a basic outline of nature of anthracite mining, thor Aurand describes problem the industry, underscoring point that the Pennsylvania thracite mines had the highest cident rates in an already haz ous industry. The domin position occupied by mine own and operators made impro ments in working conditions wages difficult; control exe through such means as the c pany store and ownership of n

homes meant that much of
iners' low earnings were re-
d to the owner. Also por-
d, though, is the under-
ling of the miners for the
ion of the owners who were
selves at the mercy of the
et price of coal and the large
ads, both of which deter-
d the revenue of the mines.

oor conditions in the indus-
ew to the point where miners
collective action as the only
o force change. Organization
ampered by regional compe-
o among miners, ethnic bar-
with a workforce composed
migrants, and the dominance
e mineowners, but from the
bortive strike in 1842 it was
us that organized collective
n was needed to bring
ge.

Workingmen's Benevolent As-
ition was formed in 1867,
y to solve the problem of
wages. With the end of the
War, an excess of manpower
he failure of workers to form
ive unions led mine owners
op 1867 wage levels below
levels ten years previous. The
's attempts met with some
ss, but strikes faced long and
erted opposition from em-
yrs. One long work stoppage
70 ended with miners starved
o settlement, and the WBA's
gth was broken.

collapse of the WBA came in
with its failure to achieve any
goals. A violent interlude
ut union organization fol-
d in which miner discontent
ok the form of murders by such
societies as the Molly Ma-
. Mine operators missed no
rtunity to link the terrorists
existing unions to tarnish
image and discredit them in
ublic eye.

By 1877 the mines had largely been bought out by large railroads and wages remained low. A railroad strike spread to the mines, and a turbulent period ensued involving riots, vandalism, and the formation of citizen vigilante groups to battle strikers. The outcome held little gain for miners and they came to see that violent action merely threw public support behind the operators.

Various labour organizations grew to prominence—despite the antipathy of the Roman Catholic Church and Franklin B. Gowan, president of the Philadelphia and Reading Railroad. These included the Knights of Labour, the Workingmen's Protective Association and the Miners and Labourers' Amalgamated Association, all of which worked separately to better the position of miners and mine labourers. In 1887, a strike by miners for increased wages brought them editorial and public support when operators tried first to starve the workers into submission, then to reopen the mines using scab labour. But support faded when violence broke out at reopened mines, and in 1888 the strike's failure again threw labour into disorganization.

In 1890, the Miners' National Trade Assembly 135 of the Knights of Labour merged with the American Miners' Federation, an offspring of the defunct Amalgamated Association of Miners. The union formed was the United Mine Workers and it first penetrated the anthracite region in 1892. By 1895 it had 63 locals in the area but had little real effect despite concentrated political lobbying. A violence-plagued strike in 1897, during which several strikers were shot by company police, overcame regional differences among miners and brought a concerted strike. The effect was not only to gain better wages for mine workers, but also to bring an effective union organization from which the United Mine Workers grew to control the region's miners.

The book is written from a sociological point of view and is sometimes hard to follow in a historical sense because of this mode of presentation. It also fails to tie union development in the anthracite region with simultaneous developments in the bituminous industry, which may cause the reader some confusion. One last criticism is that Aurand's statement that over investment was the main problem of the coal industry is never clearly explained for the reader's benefit. Nevertheless, the book is an interesting story of union growth in an industry that presented many barriers to united action by workers.

J.M.

LEGAL DECISIONS

by William B. Sims
Legislative Research Branch

Arbitration decision referred back to Board for further consideration by Ontario High Court.

This was a motion by way of certiorari to quash the decision of a Board of Arbitration. The Appellant Union CUPE Local No. 794 was the representative of the employees at two civic hospitals in the city of Hamilton. The union and the Respondent Board of Governors of the two hospitals were bound by a collective agreement covering the period Sept. 15, 1969 to Sept. 4, 1970.

After negotiation and conciliation efforts failed to produce a new agreement, the matter went to arbitration.

The Board of Arbitration began its hearing on January 25, 1971, at which time the union asked that the collective agreement be made retroactive to September 15, 1970, which was opposed by the employer.

In its decision the Board said that, although there were many delays in reaching a collective agreement when the parties were forced to take the statutory route of the Hospital Labour Disputes Arbitration Act, the Board was of the opinion that the delay was the fault of neither party but rather of the system itself. Accordingly, the Board denied the union's request for full retroactivity. However, the Board did recognize that the union had a valid claim for retroactivity of wages. Accordingly, the Board made an award of $15.00 per week across the board to all employees.

The Board then set the effective date of the new Agreement as of May 1, 1971, for a period of one year from that date, and retained jurisdiction to deal with any difficulties that might arise in the implementation of the award.

On May 17, 1971 the union wrote asking the Board to declare its intent with regard to the entitlement of employees whose employment was terminated between September 14, 1970, the date the old agreement ended, and April 26, 1971, the date of the award. The employer objected to the union's request on grounds that (a) the Board had already decided the matter adversely to the union; and (b) that once the Board has performed its official function, it cannot rescind its decision.

On July 27, 1971, the Board issued a supplementary award in which it stated that it was bound by the decision of the Ontario Court of Appeal in the case of REGINA V. ANDREWS ET AL., EX PARTE NURSES ASSOCIATION, ST. JOSEPHS GENERAL HOSPITAL (PETERBOROUGH) (1970) 2 O.R. 89; and could not entertain the Union's request.

In his decision to refer the m back to the Arbitration Boar Justice O'Driscoll of the On High Court said that, the stat duty of the Board as set out b Hospital Labour Arbitration was: (1) to decide all matte dispute between the partie such other matters as may be essary in reaching a coll agreement

(2) the Board must prep document giving effect to its sion and deliver the same t parties for execution; and

(3) the Board shall fix in its sion the time within whic parties shall execute the ment.

It was clear however, tha Board failed to carry out it under the Act and the Co sued an order by way of damus directing the Board termine the matter in accor with the Act.

(Brokmann, Keber & CUPE No. 794 & Raymer, Simpson, & Board of Governors of the ilton Civic Hospitals.

Ontario High Court, Nov. 2 CLLC 14,146.)

Prepared by Legal Researc sion, Legislative Research Br

Application for certiorari to decision of Manitoba Labou tions Board dismissed by C Appeal.

Funeral Service Employees No. 36 of the Upholsterers national Union of North A made application for certif as bargaining agent for a gr employees of Clark Leath (1968) Ltd. The union clai the time of the application of the 23 employees were bers of the union; however hearing before the Labou tions Board, 13 employee fied that they did not wish represented by the unio

nion contended that the company had interfered in the selection of a trade union, in that the company had, by letters, telephone calls and meetings, threatened, intimidated and coerced the employees. The company objected to the application on the ground that the union did not represent a majority of the employees and requested that a vote be taken to satisfy the Board as to the wishes of the majority. The Board did not order a vote, and certified the union without written reasons.

The company then appealed to Manitoba Queen's Bench by way of certiorari to quash the Board's decision. The motion was denied by Wilson, J.

The matter was then appealed to the Manitoba Court of Appeal. In dismissing the appeal, Mr. Justice Hall, J.A., with whom Chief Justice Freedman concurred, said that Mr. Justice Wilson, in refusing to quash the Board's decision, had given a careful and well-considered judgement, in which he stated that: "Within the ambit of the applicable legislation, the Board was master of the issues it was called to decide. The case was muddied by the question of employer interference, however innocent or innocuous that may have been, depending on one's view of the case. The Board was entitled to, and did, form its own opinion, and acted accordingly."

Mr. Justice Hall said that he agreed with the decision of the lower court and in his opinion the Board did not act arbitrarily or contrary to the principles of natural justice. It was the clear duty of the Board to guard against employer interference between the filing of an application and its adjudication. After a full and fair hearing, the Board ordered certification without the taking of a vote, based on membership in good standing at the time of the application, and decision was within its jurisdiction, under the applicable legislation.

(RE. Clark Leatherdale (1968) Ltd. and Funeral Service Employees Local No. 36 of The Upholster's International Union of North America) Manitoba Court of Appeal, July 11, 1972. 29 D.L.R. (3d.) Part 5, p. 567.)

British Columbia Supreme Court awards $30,000 damages to Union put out of business by illegal acts of rival Union.

The Plaintiff Canadian Ironworkers Union No. 1, brought an action for damages against the defendant International Association of Bridge, Structural and Ornamental Iron Workers Union, Local No. 97, on grounds that the defendant used coercive and illegal tactics to destroy the plantiff who was its competitor.

The facts are as follows: in 1960 the defendant expelled three of its officers for calling a strike without authority from its international headquarters. The three officers then formed the Canadian Iron Workers Union No. 1 (The Plaintiff). Many members of the defendant union were annoyed at the severity of the punishment, and as a result nearly all of them joined the new union.

In 1964 the plaintiff union brought action against the defendant for intimidation of employers by threats of strikes as members of the plaintiff were hired on jobs where the defendant's members were engaged. Pending the hearing of the action, the plaintiff obtained an interlocutory injunction against the defendant restraining it from any further illegal acts. Later, the defendant was found in contempt for disobeying the injunction order.

The action for damages was dismissed on September 26, 1966. By then, the Plaintiff's membership had decreased from 600 in 1960 to 88. By the end of 1968 it had decreased to five, and then to one. In February 1970 the British Columbia Court of Appeal held that the defendant was liable (both at common law and by statute) for damages suffered by the plaintiff, arising out of the defendant's illegal acts at the Northwood Pulp incident in October 1964, and for the Hudson Bay incident in July 1966. The Court of Appeal ordered a new trial limited to the assessment of damages in respect of the two incidents and its decision was confirmed by the Supreme Court of Canada on appeal in October 1971.

In November 1972 this action was heard by Mr. Justice Munroe of the British Columbia Supreme Court, who awarded damages of $30,000 in favour of the plaintiff. In handing down his decision, Mr. Justice Munroe said that, while it was true that the plaintiff was just as aggressive as the defendant in the struggle for members, it did not commit any illegal acts. It was clearly a case where it was necessary for the Court to mark its disapproval of the defendant's outrageous and high-handed conduct with a view to deterring a repetition by the defendant and others of like mind.

Under the Labour Relations Act, it is the right of a person to belong to a trade-union of his own choosing. Therefore, it is not for the Court to say what union a person should join or support, but it is the duty of the Court to ensure that such right is preserved. While the award of damages falls short of completely accomplishing the objective of proving that illegal acts do not pay, it will illustrate that competing trade unions in British Columbia must carry on their quest for members within the law.

(Canadian Iron Workers Union No. 1 V. International Association of Bridge, Structural and Ornamental Iron Workers Union, Local No. 97. British Columbia Supreme Court, Nov. 14, 1972, CLLC 14, 151.)

GENERAL TOPICS

EMPLOYMENT REVIEW

Employment declined by 18,000 between November and December, to a total of 8,345,000 but was 220,000, or 2.7 per cent, higher than in December 1971. The labour force at 8,929,000, was 42,000 higher than in November, and 274,000, or 3.2 per cent, higher than in December a year ago. There were 584,000 unemployed persons in December compared with 524,000 in November and 530,000 in December 1971. These figures are not adjusted for seasonality.

The unadjusted unemployment rate representing the actual number of unemployed as a per cent of the labour force, was 6.5 in December and 5.9 in November.

Seasonally adjusted employment. The seasonally adjusted employment level increased to 8,451,000 in December from 8,392,000 in November. The employment level increased for persons 14-24 years of age and women age 25 and over. The level for men was relatively unchanged.

Seasonally adjusted unemployment rate. The seasonally adjusted unemployment rate was 6.8 in December. It increased over the month for persons 14-24 years age and over. By region, the rate increased in British Columbia and in the Prairies, and decreased in the Atlantic region and Ontario. The rate in Quebec was virtually unchanged.

UNEMPLOYMENT INSURANCE

During December 1972, there were 35,863 investigations completed across Canada. Of these, 23,511 were on-premises investigations and 3,984 were selective investigations to verify the fulfilment of statutory conditions.

The remaining 3,569 formal investigations and 4,799 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,242. Prosecutions were begun in 50 cases, all against claimants.

Correction

The first news brief on page 125 of the March Gazette refers to "Minister of Manpower and Immigration Robert." This should have read "Minister of Manpower and Immigration Robert Andras."

U.S. EMPLOYMENT, DECEMBER

The seasonally adjusted unemployment rate in December was 5.2 per cent, unchanged from the previous month; the actual rate was 4.7 per cent compared with 4.9 per cent in November. The number of unemployed persons, 4,500,000, was also unchanged. The civilian labour force was 86,997,000.

APRIL CREDITS

Photos. NFB: Cover, p. 207, 209, 210, 219. Marcel Ra... tographers, Toronto, Ont.: p. ... Australian Information Serv... 195. Sam Reiss Photographe... York City: p. 197. The Pub... A... chives of Canada: p. 19... R... McFadden, Toronto: p. 200... ray Mosher Photo Feature... Ot... tawa: p. 213, 215. Toront... Sta... Syndicate, Toronto: p. 24... C... Photo: p. 252. Murray MacC... wa... Photographer, Ottawa: p. 25...

Certification before the C... 250, is prepared by the Em... Representation Branch of t... D... partment.

Conciliation before the M...ister of Labour, p. 249, originate... the Conciliation and Arbi... Branch of the Department.

CONCILIATION

During January the Minister of Labour appointed conciliation officers to deal with the following disputes:

Air Canada and Canadian Air Line Employees' Association (representing employees of the Air Canada Finance Branch—Winnipeg) (Conciliation Officer: A. E. Koppel).

Westinghouse Canada Limited (Atomic Power Division), Port Hope, Ontario, and the International Union of District 50, Allied and Technical Workers of the United States and Canada, Local 413 (Conciliation Officer: K. Rogue).

Interways Transportation Limited (Air Terminal Transport Division), Mississauga, Ontario, and Blue Bus, Limousine, Petroleum Carriers and Allied Employees, Local Union No. 352 (Conciliation Officer: M. Carson).

Canadian Arsenals Limited (Small Arms Division, Long Branch), Toronto, Ontario, and Canadian Union of Operating Engineers, Local 01 (Conciliation Officer: M. Carson).

Manitoba Pool Elevators; National Grain (1968) Limited; Parrish and Heimbecker Limited; Richardson Terminals Limited; Saskatchewan Wheat Pool; United Grain Growers Limited, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Lodge 650 (Conciliation Officer: A. E. Koppel).

Rivtow Marine Limited; Straits Barge Limited and Straits Towing Limited, Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron).

Sea-Span International Ltd., North Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron).

CP Air, Vancouver International Airport, and Brotherhood of Railway, Airline and Steamship Clerks (representing clerical employees in the accounting and computer services department, Vancouver) (Conciliation Officer: D. H. Cameron).

Cassiar Asbestos Corporation Limited, Clinton Creek, Y.T., and Canadian Mine Workers, Local No. 1 (Conciliation Officer: R. F. Langford).

Victoria Cablevision Limited, Victoria, B.C., and International Brotherhood of Electrical Workers, Local 230 (representing technical employees) (Conciliation Officer: D. H. Cameron).

Settlements by conciliation officers. The City of Whitehorse, Yukon Territory, and the International Union of Operating Engineers, Local 115 (Conciliation Officer: George W. Rogers) (LG, March, p. 177).

CHRC Limitée, Québec, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: G. R. Doucet) (LG, March, p. 177).

Central Mortgage and Housing Corporation, Ottawa, Ontario, and Public Service Alliance of Canada (Head Office Printing Unit) (Conciliation Officer: M. Carson) (LG, March, p. 177).

General Aviation Services Ltd., Dorval, Québec, and International Association of Machinists and Aerospace Workers, Lodge 2300 (Conciliation Officer: S. T. Payne) (LG, Feb., p. 107).

Canada Coachways (Alberta) Ltd., Calgary, Alberta, and Amalgamated Transit Union, Division 1374 (Conciliation Officer: A. A. Franklin) (LG, Feb., p. 107).

Victoria Cablevision Ltd., Victoria, B.C., and International Brotherhood of Electrical Workers, Lodge 230 (Conciliation Officer: R. F. Langford) (LG, Jan., p. 54).

Conciliation boards appointed. British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (representing employees of Traffic, Plant and Clerical Divisions) (LG, March, p. 177).

Radio Futura Ltée, (CKVL), Verdun, Québec, and le Syndicat général de la radio (CSN) CKVL (LG, Dec. 1972, p. 642).

Conciliation board fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between Canadian National Hotels Limited (Nova Scotian Hotel), Halifax, N.S., and Hotel and Restaurant Employees and Bartenders' International Union, Local 662 (LG, March, p. 177) was fully constituted with the appointment of A. M. MacIntosh, Q.C. of New Glasgow, N.S., as chairman. Mr. MacIntosh was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee William Cox, and union nominee Thomas Shiers, both of Halifax.

Settlement reached after conciliation board procedure. Lakehead Harbour Commission, Thunder Bay, Ontario, and Lakehead Harbour Police Association (LG ... p. 108).

Strike action. Wardair Canada ... Edmonton, Alberta, and Canadian Air Line Flight Attendants' Association (strike commenced January 12 (LG, March, p. 177).

CERTIFICATION

The Canada Labour Relations Board met for three days during January. The Board granted eleven applications for certification, rejected one, and permitted the withdrawal of one. It issued Reasons for Judgment accepting jurisdiction in an application for certification without a determination on the merits of the application, and granted one application for revocation of certification. During the month, the Board received 12 applications for certification.

Reasons for Judgment issued. In accepting jurisdiction in an application for certification of the bargaining agent made by Local 6, Communications Workers of America, on behalf of a unit of employees of Northern Telephone Limited, New Liskeard, Ont. The Board is of the opinion that the business of the company is a "federal work, undertaking or business" within the meaning of Part V of the Canada Labour Code (Industrial Relations) and that the Board has jurisdiction to proceed with consideration of the application on its merits (LG, Oct. 1972, p. 544). (Reasons for Judgment issued as Supplement No. 8, 1972).

Applications for certification granted. Local 9-102, Oil, Chemical and Atomic Workers' International Union, was certified as the bargaining agent of separate units of longshoremen employed in the Port of Montreal by St. Lawrence Stevedoring Company Limited and by Montreal Stevedoring Corporation (LG 1971, p. 631).

Public Service Alliance of Canada was certified as the bargaining of a unit of employees of National Harbours Board employed by its Head Office, Ottawa, Ont., (LG, Dec. 1972, p. 640).

International Longshoremen's Association, Local 1845, was certified as the bargaining agent of three separate units of stevedores employed in the loading and ... ing of cargoes to and from ... wise ships in the Port of Montreal by Eastern Canada Shipping ... Inc., Rail & Water Termi... Montreal Ltd., and Turbis Sh... Ltd/Ltée. (LG, Feb., p. 109).

Seafarers' International Un... Canada was certified as th... gaining agent of a unit com... all the unlicensed employe... ployed by Canadian Pacifi... ited aboard the S.S. "Hen... borne" (LG, Feb., p. 110).

Canadian Brotherhood of R... Transport and General W... was certified as the ba... agent of a unit comprising ... licensed engineers, exc... chief engineer, employed ... nadian Pacific Limited abo... S.S. "Henry Osborne" (LG, ... 110).

Local Union No. 2228, I... tional Brotherhood of El... Workers, was certified as t...

ing agent of a unit of technicians and mechanics employed by ITT Canada Limited, Guelph, Ont., in its Technical and Support Services Division and working on or in support of the Canadian North East Wideband System at Saglek, Goose Bay, Melville, and Hopedale, Labrador; Resolution Island, NWT; and Stephenville and St. John's, Nfld. (LG, Feb., p. 110).

General Truck Drivers and Helpers Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent of a unit of truck drivers employed by Coast Ferries Limited, Richmond, B.C. (LG, Feb., 0).

Pacific Pilotage Employees' Union, Local 1678, CLC, was certified as bargaining agent of a unit of deckhands and office employees employed by the Pacific Pilotage Authority, Vancouver, B.C. (LG, p. 110).

Application for certification received. General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, North Shore Transport Limited, Etobicoke, Ont., respondent, and Oil and Gas Technicians, Service, Domestic and General Workers' Union, Local 1267, intervener. The Board found that the employees comprising the bargaining unit, for which the applicant sought certification as bargaining agent, were not employed upon or in connection with the operation of a work, undertaking or business to which the provisions of Part V of the Canada Labour Code (Industrial Relations) apply. The application for certification was rejected accordingly (LG, Dec. 1972, p. 640).

Application for revocation of certification granted. The Board granted the application made by Steve Ochoski and Cecil McKnight on behalf of a group of employees of The Sudbury Broadcasting Company Limited, Sudbury, Ont., for revocation of the Board's Order issued on April 28, 1971. The application had certified the National Association of Broadcast Employees and Technicians as the bargaining agent for a unit of operational employees of radio stations CHNO and CFBR operated by the company. Neither NABET nor the company opposed the application (LG, Jan., p. 58).

Application for certification withdrawn. Seafarers' International Union of Canada, applicant, and Canadian Offshore Marine Limited, Halifax, N.S., respondent (unlicensed employees aboard service boats). (LG, Mar., p. 176).

Applications for certification received. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of highway drivers employed by Reimer Express Lines Limited, Winnipeg, Man. (Investigating Officer: A. E. Koppel). Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers' Union, Local 351, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of B.D.C. Ltd., Vancouver, B.C. (Investigating Officer: R. F. Langford).

Syndicat général des Communications on behalf of a unit of employees of Radio Joliette Ltée (CJLM), Joliette, Que., (Investigating Officer: S. T. Payne).

United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of employees of Con-Force Products Ltd., Edmonton, Alta. (employees in the Northwest Territories) (Investigating Officer: A. A. Franklin).

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of owner-operators employed in Metropolitan Toronto by Midland Superior Express Limited, Rexdale, Ont. (Investigating Officer: M. K. Carson).

Syndicat général des Communications on behalf of a unit of employees employed by Radio Richelieu Ltée, Sorel, Que. (Investigating Officer: S. T. Payne).

Canadian Merchant Service Guild on behalf of a unit of deck officers employed by Canadian Pacific Limited, Montreal, Que., aboard the S.S. "Henry Osborne", (Investigating Officer: R. L. Kervin).

Syndicat général des Communications on behalf of a unit of employees of CJRS Radio Sherbrooke Ltée, Sherbrooke, Que. (Investigating Officer: S. T. Payne).

International Longshoremen's Association, Local 1976, on behalf of a unit of employees employed by Canadian National Railways, Montreal, Que., employed at Mulgrave, N.S. (Investigating Officer: R. L. Kervin).

Association des employés de CJLM Radio Joliette Ltée F.C.A.I., on behalf of a unit of employees of CJLM Radio Joliette Ltée, Joliette, Que. (Investigating Officer: S. T. Payne).

Syndicat Général des Cinémas et de la Télévision on behalf of a unit of Canadian Broadcasting Corporation employees employed in Chicoutimi, Que. (Investigating Officer: M. Archambault).

Application for revocation of certification. Lufthansa German Airlines, Toronto, Ont., applicant company, and the International Association of Machinists and Aerospace Workers, respondent union, in respect of the order of certification issued by the Board to the respondent union under date of January 25, 1972 on behalf of a unit of mechanics employed at the Montreal International Airport, Dorval, Que.

RAILWAY ARBITRATION

Case No. 392. Dispute between Canadian Pacific Limited and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the level of pay for a typist.

A clerical employee was laid off in October 1971 and re-employed in November, when she was classified as a typist at the F-1 level.

The union contended that she should have been classified at the F-2 level, basing its stand on a letter of understanding, dated December 15, 1969, that stated: "Present employees in the typists' classification will be slotted at the F-2 level, but new employees entering the service subsequent to December 15, 1969 will be slotted at the F-1 level.

The company's position was that, under the same letter of understanding, the F-1 level was the appropriate one.

The arbitrator ruled that the grievor was not in the typists' classification at the time of the letter of understanding and so was not affected by it, and when recalled in November, although not a "new employee entering the service," she was new in the typists' classification, which the letter of understanding dealt with.

Because he saw no reason why a person in her situation should have the benefit of the special treatment for incumbent typists, the arbitrator ruled that she was properly slotted at the F-1 level and dismissed the grievance.

Case No. 393. Dispute between Canadian National Railway Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over working through meal periods for straight time rates.

Employees were being asked to work through their lunch period and subsequently allowed twenty minutes for lunch. The union contended that they should be paid at overtime rates.

The company contended that the matter was governed by an article (12.8) providing that "If time which to eat is not allowed within the agreed time limit, and is worked, such time shall be paid for at the hourly rate and twenty minutes for lunch, without deduction in pay, shall be allowed at the first opportunity."

The arbitrator pointed out that there was no ambiguity in the provisions. "It is quite clear as to the rate to be paid. What is not expressly set out in the agreement, however, is whether or not such time is to be utilized in computing overtime." He continued, "no reason appears why time worked during what would otherwise have been a lunch period should not be included. The provision of a subsequent opportunity to have lunch is not a sufficient reason to distinguish this from other periods of time . . . or to conclude that the net effect of the paid twenty minute lunch period is equivalent to the payment of overtime for the time worked. In any event, there are cases, depending on the length of the lunch period, where this could not be the case. Accordingly, it is my conclusion that in calculating overtime, time worked during a meal period paid pursuant to Article 12.8 must be utilized."
The grievance was allowed.

DECISIONS OF THE UMPIRE

Th representative claimant, who ha been employed as a purchasing assistant from August 15, 1960 to March 19, 1971, when he was laid off because of a shortage of work, filed an application for benefit on March 22. He was a member of Local 1525, UAW, Technical, Office and Professional employees.

The insurance officer's submission to the board of referees stated that a labour dispute existed at the Company where the claimant was employed, between the company and the UAW local representing the plant employees. There was also another union on the premises, representing the powerhouse workers. The plant workers' local went on strike on March 4, but members of the claimant's local, Local 1525 UAW, comprising the office workers, six male powerhouse workers whose grades or classes are covered by Local 105, Canadian Union of Operating Engineers, and 128 male and 12 female employees who were non-union, supervisory or managerial staff continued to report for work, crossing the picket lines without incident.

On March 12, the Company posted a notice "to all office employees" which read: "In view of the stoppage of work in the plant, the Company notifies its . . . Works office employees that their employment is subject to temporary interruption on or after Friday, March 19, 1971, if this work stoppage continues."

On that date, 83 male and 31 female office employees were laid off due to a "temporary interruption of their work." This layoff was, according to the insurance officer and the personnel office at the Company plant, a direct result of the strike by the plant workers' local.

The insurance officer found that as a portion of the dues paid by members of Local 1525 (office employees) was disbursed by the union to striking members of the plant workers' local, the members of Local 1525 were financing the dispute.

On April 2, the insurance officer notified the claimant that he was disqualified from receiving benefit from March 21, 1971, within the meaning of Sec. 63 of the Act (1955) because he had lost his employment by reason of a work stoppage due to a labour dispute "at the factory, workshop or other premises" at which he was employed. On April 29, the officer reported that the disqualifications imposed under Sec. 63 were terminated on April 10, 1971.

In his appeal to the board of referees, dated April 22, the claimant contended that he had fulfilled all the requirements of the Act to qualify for benefits.

The board met on May 13, the claimant, who attended the session was represented by three officers of the UAW.

It was argued that the claimant did not lose his employment as a result of the work stoppage and that there was no relationship between the claimant's layoff on March 19, 1971, and the work stoppage which took place on March 4.

According to the written evidence, the board noted, the Assistant to the Personnel Services Manager at the Company had reported that the interruption of the claimant's work was a direct result of the strike.

The majority of the board decided that there was a labour dispute at the premises where the claimant was employed; that there was a work stoppage attributable to the dispute at these premises; and that the claimant had lost his employment because of such work stoppage. The claimant had not proved that there was no participation, financing or direct interest

on his part or on the part of any members of his grade or class of workers who, immediately before the stoppage commenced, were employed at the premises where it took place.

The appeal was disallowed by the majority of the Board, and on June 1, 1971, the claimant appealed to the Umpire.

Following is the text, in part, of the observations of the Commission's Chief, Entitlement Determination.

". . . In investigating the circumstances of the dispute and stoppage of work that existed at the Company premises, it was revealed that strike pay was paid to the members of Local 27, International Union of United Automobile, Aerospace and Agricultural Workers of America (UAW), effective March 12, 1971. The claimant and other office workers laid off as a result of the work stoppage, were members of Local 1525, Technical, Office and Professional Employees, UAW, which was a local of the same international union as Local 27 referred to above. It was learned also that strike pay was paid from a central fund comprised of membership dues collected from all members of the various locals . . .

"It was considered that the office workers, members of local 1525, lost their employment as a result of the work stoppage resulting from a labour dispute at the premises where they were employed and that they could not prove relief from disqualification under Sec. 63(2) of the Unemployment Insurance Act (1955) as they were financing the dispute of the striking workers, members of Local 27 of the same international union, and were subject to disqualification under Sec. 63(1) of the Act (1955)

". . . The board of referees heard the case on May 13, 1971 . . . The union's argument was that the layoff of the office workers was not directly attributable to the stoppage of work arising from the labour dispute. This was supported by the fact that the layoffs did not take place on March 4, 1971, when the stoppage occurred, but on March 19, 1971, two weeks later. It was argued that the jobs of the employees who were laid off did not cease entirely but were carried on by the remaining office workers along with other jobs . . ."

The majority members of the board of referees decided, on the basis of the written and oral evidence presented, that the office employees did lose their employment as a direct result of the stoppage of work at the plant as stated by the employer . . . and that the disqualifications should be upheld. The dissenting member held the view that the layoff of the employees was a decision of management unconnected with the dispute.

". . . The only evidence that the layoffs were a direct result of the dispute between the employer and Local 27 are the statements of the employer . . . It is not unreasonable to accept that the work performed by the office employees would decrease as the stoppage of work in the plant continued since most of their work must be contingent on the work in the plant in relation to payroll and other staff records, production records and other related clerical functions. There is no reason to doubt the employer's explanation statements . . . that the layoffs resulted from the stoppage of work at the premises."

The case was heard by the Umpire on February 22, 1972. The claimant attended the hearing and appeared ing on behalf of Local 1525, UAW Technical, Office and Professional Workers were the President and two international representatives. The Commission was represented by its regional legal counsel and by its Chief, Adjudication Division for the Ontario Region.

At the hearing before the Umpire the issue was whether the represented claimants had lost employment "by reason of a stoppage of work attributable to a labour dispute.

The Registrar in the Office of the Umpire argued that the loss of employment was not "by reason of" the stoppage of work, which admittedly was due to the labour dispute and strike at the premises. It is necessary to consider the meaning of the words "by reason of," as used in Sec. 63(1) of the Act.

The Registrar has done research into the jurisprudence on the question and has drawn to the attention two British and one Canadian decisions in similar situations where claimants who had lost their employment in such situations had lost their employment owing to a trade dispute.

Brith Umpire's decisions:

Cas No. 7056, in which a colliery ierty was discharged in conse- uence of a shortage of work re- ulting from a strike by the miners mployed at the colliery. The Um- pire decision was as follows:

The application had been em- loyed for 10 years ending De- ember 18, 1923, as a colliery dep- uty and his employer reported that e lost the employment in conse- uence of a stoppage of work aused by a strike of the miners mployed at the colliery.

Cas No. 2859/1926. Six appli- ants, normally employed as pit- mat repairer, fireman, shoer, sur- face worker and electrician at a olliery, lost employment on June 2, 1926. Their claims for unem- loyment benefit were disallowed on he ground that they had lost mployment by reason of a stop- pag of work due to a trade dis- pute.

Although a national stoppage of wor at the mines, due to a dis- pute regarding wages and condi- tion of work, commenced on Apr 30, 1926, the applicants re- mained at work. They did not re- ceive notice terminating their en- gagements as did the other olliery workers and were not members of any union involved in the dispute. They continued at wor until June 12, when they were suspended, in some case wholly and in others partly, from employment until a settlement was reached in the miners' dis- pute. The employer reported that this course was necessary as no further work was available through any fault of their own.

Recommended by the Court of Referees that the claims should be allowed. The Court were of the opinion that the applicants were not interested in the mining dis- pute and were not of a grade or class of workers participating in, financing or directly interested in the dispute.

It was subsequently ascertained that the work performed by the applicants since the stoppage be- gan consisted of repairs to ma- chinery plant; and that although suspended they would probably be called upon if any urgent work were required to be done. All other men employed at the col- liery, with the exception of the safety men, were involved in the stoppage.

In the (British and Canadian) cases cited a distinction was made or implied between (a) a loss of em- ployment that is a direct result of a work stoppage attributable to a la- bour dispute at the premises where the dispute occurs, and (b) loss of employment that is due to some cause alien to, or outside of, the dispute and resulting work stoppage, such as a shortage of work arising in the ordinary course of business.

I think that the interpretation ap- plied in the authorities I have cited is more in keeping with the intention of Parliament expressed in Sec. 63 than is the interpretation urged by the Registrar. Apart from those authorities I think that the words "by reason of" do not have the restricted meaning urged by the Registrar. The word "reason" has a variety of meanings. Among the meanings given in the Oxford Dictionary are "a fact or circum- stance forming a ground or motive leading, or sufficient to lead, a per- son to adopt some course of Ac- tion;" "a ground or cause of some- thing." Section 63 should be read as a whole. Subsections (1) and (2) are complementary. They provide a scheme for dealing with labour dispute situations. Parliament rec- ognized that there may be stop- pages of work attributable to la- bour disputes and loss of employment at the premises con- cerned, because of such stop- pages, and ... of those who lose their employment, some will be connected with the dispute and some will not. Relief against dis- qualification was provided by Par- liament in subsection (2) to those who are not connected with the dispute, but not to those who are connected with it. In a given case, including this case, consideration must be given by the adjudicating authorities to the cause of, the reason for, the loss of employ- ment. In some cases the reason may be so unrelated to the dispute and work stoppage or so in- fluenced by other factors, that it would not be reasonable to say that the loss of employment was "by reason of" the stoppage; but where the stoppage can be rea- sonably considered to be the prin- cipal or predominant ground for, or cause of the loss of employ- ment, such loss would, in my opinion, be "by reason of" the stoppage, within the meaning of Sec. 63(1). Entitlement to relief from any resulting disqualification would depend upon whether the employee brings himself within subsection (2).

On that interpretation, my conclu- sion in this appeal is that the ma- jority decision of the board of ref- erees was a proper decision.

The appeal is dismissed.

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No. 1—Rosenberg, Nathan. The economics of technological change: selected readings, edited by Nathan Rosenberg. Harmondsworth [Eng.] Penguin [1971] 509 p.

CANADA. DEPARTMENT OF LABOUR

No. 2—Atherton, James J. The Department of Labour and industrial relations, 1900-1911. [Ottawa] Carleton University, 1972. 411 p.

COLLECTIVE BARGAINING

No. 3—Beal, Edwin Fletcher. The practice of collective bargaining [by] Edwin F. Beal, Edward D. Wickersham [and] Philip Kienast. 4th ed. Homewood, Ill., R. D. Irwin, 1972. 792 p.

No. 4—Collective Bargaining Forum, New York, 1971. Collective bargaining today; proceedings of the Collective Bargaining Forum, 1971, May 24-26, 1971, New York City, and papers presented at the Seminar on Collective Bargaining and the News Media, February 12-13, 1971, Miami, Florida; conferences sponsored by the Institute of Collective Bargaining and Group Relations. Edited by Gerald W. Cormick. Washington, Bureau of National Affairs [c1972] 337 p.

No. 5—Garnel, Donald. The rise of teamster power in the West. Berkeley, University of California Press, 1972. 363 p.

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No. 10—Runnymede Trust. I trial Unit. The trade union n ment and discrimination; a c tion of essays based on p given at Conference conven Ruskin College, Oxford, in cember 1970. London [Eng.] 12 p.

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No. 12—Safarian, Albert Ed The Canadian economy i great depression. Toro McClelland and Stewart [261 p.

ECONOMICS

No. 13—Hunt, E. K. Economi introduction to traditional radical views [by] E. K. Hun Howard J. Sherman. New Harper & Row [1972] 647 p.

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No. 14—**Robbins, Lionel Charles.** Autbiography of an economist. London] Macmillan [c1971] 301 p.

GUARANTEED ANNUAL INCOME

No. 15—**National Council of Welfare.** Guaranteed incomes and guaranteed jobs. [Ottawa] 1972. 23 p.

HOURS OF LABOUR

No. 16—Bolton, J. Harvey. Flexible working hours. Wembley, Anbar [1971] 55 p.

INDUSTRIAL DISPUTES—HISTORY

No. 17—Aurand, Harold Wilson. From the Molly Maguires to the United Mine Workers; the social ecology of an industrial union, 1869-1897. Philadelphia, Temple University Press [c1971] 221 p.

INDUSTRIAL RELATIONS

No. 18—Annual handbook for group facilitators. Edited by J. William Pfeiffer [and] John E. Jones. [1st ed.] Iowa City, Iowa, University Associates [1972].

No. 19—Chambre de Commerce de la Province de Québec. Politiques d'action '72. Montréal [1972?] 174 p.

INFLATION

No. 20—Canada. Prices and Incomes Commission. Inflation, unemployment and incomes policy; summary report. [Ottawa, Information Canada] 1972. 67 p. Eng. and Fr.

INTERNATIONAL LABOUR ORGANIZATION

No. 21—Phelan, Edward J. Some reminiscences of the International Labour Organization. [Dublin, "Studies", various dates].

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No. 25—Fédération des industries belges. Les jurisdictions du travail. Bruxelles, 1971. 112 p.

No. 26—Fédération des industries belges. Protection de la rémunération des travailleurs; saisie et cession. [Bruxelles, 1971] 93 p.

No. 27—Great Britain. Department of Employment. Industrial relations code of practice. [London, HMSO, 1972] 31 p.

No. 28—Newfoundland. Royal Commission on Labour Legislation in Newfoundland and Labrador. Report. [St. John's, Queen's Printer] 1972. 561 p.

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No. 32—Livenstein, Harvey A. Labor organizations in the United States and Mexico; a history of their relations. [Westport, Conn.] Greenwood Pub. Co., 1971. 258 p.

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No. 34—Wolfbein, Seymour Louis. Work in American society. Glenview, Ill., Scott, Foresman [1971] 195 p.

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No. 37—Mold, Howard P. The mechanics of management by objectives; preparing and writing objectives. [Pasadena, Industrial Relations Center, California Institute of Technology, 1972] 22 p.

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No. 39—Fermeture d'entreprises et licenciements collectifs. [Bruxelles] Fédération des Industries belges [1972] 118 p.

POVERTY

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No 47—Kirsch, Leonard Joseph Soviet wages: changes in structure and administration since 1956. Cambridge, Mass., MIT Press [c1972] 237 p.

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No. 49—U.S. Department of Labor. Employment Standards Administration. Wages and hours of labor of nonsupervisory employees in all private nonfarm industries; coverage status under the Fair Labor Standards act; economic effects study submitted to Congress. [Washington, 1972] 69 p.

WOMEN—LEGAL STATUS, ETC.

No. 50—Reische, Diana L., comp. Women and society. New York, H. W. Wilson, 1972. 234 p.

WORKS COUNCILS

No. 51—Germany (Federal Republic) Laws, Statutes, etc. Works Council Act 1972, effective January 19, 1972. Translation by Heinrich Beinhauer. New York, Commerce Clearing House [c1972] 132 p.

ABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
		(in thousands)		
TAL CIVILIAN LABOUR FORCE*				
Week ended January 13, 1973		8,881	− 0.5	+ 3.5
Employed	January	8,193	− 1.8	+ 3.5
Agriculture	"	400	− 2.0	− 4.8
Non-agriculture	"	7,792	− 1.8	+ 3.9
Paid workers	"	7,248	− 1.8	+ 4.2
At work 35 hours or more	"	6,395	− 3.6	+ 2.7
At work less than 35 hours	"	1,440	− 0.5	+ 6.0
Employed but not at work	"	357	+ 36.8	+ 7.5
Unemployed	"	688	+ 17.8	+ 3.5
Atlantic	"	87	+ 29.9	+ 2.4
Québec	"	247	+ 19.9	+ 6.0
Ontario	"	170	+ 11.1	+10.1
Prairie	"	89	+ 12.7	+12.7
British Columbia	"	95	+ 20.3	+20.3
Without work and seeking work	"	634	+ 15.9	+ 3.8
In temporary layoff up to 30 days	"	55	+ 48.6	+ 1.9
DUSTRIAL EMPLOYMENT (1961 = 100)†	October	133.3	− 0.2	+ 2.2
Manufacturing employment (1961 = 100)†	"	126.4	− 0.7	+ 2.3
IMIGRATION	1st 6 mos. 1972	86,787	−	− 7.7
Destined to the labour force	"	42,417	−	−10.3
RIES AND LOCKOUTS				
Strikes and lockouts	December	78	− 15.2	− 3.7
No. of workers involved	"	11,318	− 65.4	−20.1
Duration in man days	"	155,220	− 57.9	+ 1.7
RNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	October	153.23	+ 0.6	+ 7.8
Average hourly earnings (mfg.)†	"	3.61	+ 0.6	+ 7.8
Average weekly hours paid†	"	40.7	−	+ 1.0
Consumer price index (1961 = 100)	"	142.0	+ 0.1	+ 5.3
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	"	138.8	+ 0.4	+ 3.7
Total labour income (Millions of dollars)†	"	4,954.1	+ 0.2	+10.7
DUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	December	203.3	+ 0.5	+ 8.6
Manufacturing	"	198.5	+ 1.3	+ 7.9
Durables	"	227.1	+ 0.9	+ 7.9
Non-durables	"	175.9	+ 1.6	+ 8.0
WRESIDENTIAL CONSTRUCTION**				
Starts	December	14,106	− 25.8	−
Completions	"	16,328	− 17.0	−
Under construction	"	163,641	− 1.4	−

stimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in dition, contains the characteristics of the labour force, together with definitions and explanatory notes.
dvance data.
e inary.
mes of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Depa of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The firs tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved inclu workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1967-1972

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month: Strikes and Lockouts	Workers Involved	Duration in Man-Days
1968	559	582	223,562	5,032,730
1969	566	595	306,799	7,751,880
1970	503	542	261,706	6,539,560
†1971	547	569	239,631	2,866,590
*1972	492	532	690,667	7,848,360
1971—December	27	81	14,171	152,590
†1972—January	39	80	16,967	133,640
February	35	78	28,153	239,330
March	40	89	231,680	370,120
April	43	94	232,930	1,831,840
May	53	108	62,721	936,600
June	58	118	118,294	1,195,060
*July	36	106	92,102	1,162,030
*August	29	89	36,823	647,360
*September	42	93	33,211	467,310
*October	31	78	29,501	419,520
*November	37	92	32,703	368,520
*December	19	78	11,318	155,220

* Preliminary. †Revised.

STRIKES AND LOCKOUTS, DECEMBER, 1972, BY INDUSTRY, (PRELIMINARY)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	3	603	10,960
Manufacturing	9	40	4,650	66,160
Construction	—	8	2,357	44,790
Transportation and utilities	3	7	1,300	7,420
Trade	4	10	999	11,650
Finance	—	—	—	—
Service	1	8	1,173	13,310
Public administration	1	2	236	930
All Industries	19	78	11,318	155,220

STRIKES AND LOCKOUTS, DECEMBER, 1972, BY JURISDICTION (PRELIMINARY)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved
Newfoundland	1	6	651
Prince Edward Island	—	—	—
Nova Scotia	1	2	125
New Brunswick	2	2	89
Quebec	6	23	3,330
Ontario	4	17	3,542
Manitoba	1	5	160
Saskatchewan	1	4	326
Alberta	1	3	263
British Columbia	1	12	1,752
Federal	1	4	1,080
All Jurisdictions	19	78	11,318

LE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER 1972 LIMINARY)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days December	 Accumulated	Starting Date Termination Date	Major Issues Result
rs						
METAL						
Brnex Mining Corp., Highland Valley, C.	Steelworkers Loc. 7619 (AFL-CIO/CLC)	400	7,600	49,600	July 3 —	Hours of work—
Mines de la Madeleine, Ste. Anne des Monts, Qué.	Steelworkers Loc. 7381 (AFL-CIO/CLC)	153	2,910	5,050	Nov. 13 —	Wages, policy of employment, length of contract—
nufacturing						
FOOD AND BEVERAGES						
Maple Leaf Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	7,220	55,630	May 26 —	Wages, hours—
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	7,140	46,240	June 29 —	Wages, hours, overtime pay, paid holidays—
Maine Cooperative du Saguenay, St-Bruno, Lac St-Jean, Qué.	Commerce Employees (CNTU)	330	330	25,740	Aug. 14 Dec. 4	Wages, hours, other benefits—17% wage increase over a period of 39 months; other improvements.
McGavin Toastmaster Ltd. & Weston Bakeries, Regina, Sask.	Bakery Workers Loc. 428 (AFL-CIO/CLC)	225	4,280	10,140	Oct. 25 —	Wages, hours, other benefits—
TEXTILES						
Dabasso Ltd., Empire Division, Welland, Ont.	United Textile Workers Loc. 155 (AFL-CIO/CLC)	500	9,500	9,500	Dec. 1 —	Wages—
KNITTING MILLS						
Regent Knitting Mills, St-Jérôme, Qué.	United Textile Workers Loc. 1667 (AFL-CIO/CLC)	250	4,000	4,250	Nov. 30 Dec. 26	Job security—Return of workers when agreement reached.
WOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	3,610	25,460	June 19 —	Not reported—
Canadian Forest Products, Hunting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	3,800	14,800	Sep. 13 —	To protest against the suspension of fellow workers for alleged slowdown—

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER 1972 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days December	 Accumulated	Starting Date Termination Date	Major Issues Result
Northwood Pulp Sawmill Div., Prince George, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	250	4,750	16,500	Sep. 25 —	Not reported—
Canada Flooring, Montreal, Qué.	Carpenters Loc. 2873 (AFL-CIO/CLC)	375	380	2,630	Nov. 23 Dec. 2	Not reported—Not reported
PRIMARY METALS						
Newfoundland Steel Co., St. John's, Nfld.	Steelworkers Loc. 7144 (AFL-CIO/CLC)	150	1,800	1,800	Dec. 12 —	Demanding the withdraw warning given to an emp for refusing to work impr assigned job—
METAL FABRICATING						
Locweld & Forge Products Ltd., Montreal, Qué.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	160	3,040	25,120	July 25 —	Not reported—
MACHINERY						
McGraw-Edison of Canada Ltd., Etobicoke, Ont.,	Steelworkers Loc. 5466 (AFL-CIO/CLC)	165	990	6,030	Oct. 18 Dec. 11	Wages—9% wage increas yr., 8% 2nd-yr., 7% the improved fringe benefits.
NON-METALLIC MINERAL PRODUCTS						
Cegelec Industrie Inc., La Prairie, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	170	3,230	27,540	May 10 —	Delayed negotiations in a contract—
Construction						
Canadian Electrical Manufacturers Assoc., Province-wide, Ont.	Elevator Constructors Loc. 90 (AFL-CIO/CLC)	1,200	22,800	97,830	Aug. 29 —	Protest over lack of progr negotiations for a nationa tract—
Canadian Elevator Manufacturers, Lower Mainland, B.C.	Elevator Constructors Loc. 82 (AFL-CIO/CLC)	227	4,310	17,480	Sep. 8 —	Protest over lack of progr negotiations for a nationa tract—
The Canadian Elevator Manufacturers, Montreal Québec, Qué.	Elevator Constructors Loc. 89 & 101 (AFL-CIO/CLC)	600	11,400	43,200	Sep. 15 —	Protest over lack of progr negotiations for a nation tract—
The Canadian Elevator Manufacturers, Edmonton and Calgary, Alta.	Elevator Constructors Loc. 122 & 130 (AFL-CIO/CLC)	200	3,800	11,600	Oct. 5 —	Wages, fringe benefits, jurisdiction—

BE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER 1972
RIMINARY) (CONT.)

dustry nployer cation	Union	Workers Involved	Duration in Man-Days December	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
rportation and ilities						
ANSPORTATION						
*ordair Ltd. of ontreal, uebec, Ontario and orthwest Territories.	Machinists and Aerospace Workers Loc. 2309 (AFL-CIO/CLC)	240	4,560	7,680	Nov. 14 —	Job security, wages, other improvements—
ndwich, Windsor d Amherstburg ailway, indsor area, Ont.	Transit Union Loc. 616 (AFL-CIO/CLC)	184	1,330	1,330	Dec. 22 —	Wages—
MUNICATION						
*st Office Department, etro Toronto, Ont.	Canadian Union of Postal Workers (CLC)	800	400	400	Dec. 8 Dec. 8	Slowness in contract negotiation—Return of workers.
d						
bey Stores Ltd. wo stores) dney & Sydney lver, N.S.	Food Workers Loc. 268 (AFL-CIO/CLC)	118	660	2,200	Nov. 10 Dec. 11	Wages, job security, other benefits—Return of workers when a new agreement was reached.
reat Atlantic and cific Tea Co. Ltd., etro Toronto, Ont.	Retail, Wholesale Employees, Loc. 414 (AFL-CIO/CLC)	225	4,280	7,430	Nov. 12 —	Wages, seniority, job postings, job security—
audelin-Presto and hers, ontreal, Qué.	Retail Clerks Loc. 500 (AFL-CIO/CLC)	343	3,090	3,430	Nov. 30 Dec. 13	Wages—$15 per wk. wage increase eff. Sep. 11, 1972, $13 Sep. 11, 1973; other improved benefits.
njamin News Co. td., ontreal, Qué.	Teamsters Loc. 931 (IND.)	155	1,090	1,090	Dec. 21	Not reported—
rvice						
UCATION						
reater Victoria hool District & mosun College, ctoria, B.C.	Public Employees, Locs. 382 947 (CLC)	415	7,890	13,290	Nov. 14 —	Method of negotiations—
etro Toronto Separate hool Board, ronto, Ont.	Public Employees Loc. 1280 (CLC)	640	3,200	3,200	Dec. 11 Dec. 18	Wages, job security, other fringe benefits—Wage increase according to trade.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER 1972 (PRELIMINARY) (CONCL'D.)

Industry Employer — Location	Union	Workers Involved	Duration in Man-Days December	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
Public Administration						
LOCAL ADMINISTRATION						
Cité de Hull—City of Hull, Hull, Qué.	Public Service Employees' Federation (CNTU)	209	420	420	Dec. 19 Dec. 20	Wages—20% wage increase to office workers, 22% for [illegible] workers over 2-yr. contract

*Federal Jurisdiction.

ANADA DEPARTMENT OF LABOUR PUBLICATIONS

rial Relations Research in Canada (annual). An inventory of in-tl relations research undertaken by the Department, other gov-mt departments, academic institutions and private individuals. e. at. No. L2-29/1971.

CNOMICS AND RESEARCH BRANCH

o: Organizations in Canada (annual). Contains a brief commen-, e latest statistical data on union membership, and a directory of ou organizations with names of their principal officers, publica-nd the geographic distribution of their local branches in Canada. inual). Price $1.50. Cat. No. L2-2/1971.

k and Lockouts in Canada (annual). Furnishes a record of strikes l kouts occurring in Canada during a year. Tables and related s ow strikes and lockouts by years, by areas, by industries, includ-tie lost, number of workers involved, duration, etc. Price 75 cents. . N. L2-1/1971.

gates, Salaries and Hours of Labour, 1971. An annual report pub-ed n loose-leaf form and followed later by a paperback volume. nta s the results of an annual survey at October 1 of occupational ge tes and standard hours of work in major communities and most u ses. First-year service, including attractive binder with index tabs perback volume, $10.00; service without indexed binder. $7.50; ivual tables, free from Surveys Division. Paperback volume, $3.00. inual). Cat. No. L2-554.

rkg Conditions in Canadian Industry, 1971. (Bilingual). Price $2.00. N. L2-15/1971.

erination of the Appropriate Bargaining Unit by Labour Relations rdin Canada, by Edward E. Herman, 1966. Occasional Paper No. 5. e 1.50. Cat. No. L2-26/5.

gen Canada and the United States: an Analytical Comparison, by n Porter and others. Occasional Paper No. 6. Price $1.75, Cat. No. 26/

ion Growth in Canada, 1921-1967, by J. K. Eaton and K. Ashagrie, nglish or French). $2.50. Cat. No. L41-970.

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rkg Mothers and Their Child-Care Arrangements. A statistical dy the number of working mothers, their work patterns, earnings cupations; the number and ages of the children of working the; and the child-care arrangements of working mothers by their rk atterns, occupations and earnings. 1970. (English or French).

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THE LABOUR GAZETTE

Official Journal Canada Department of Labour

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THE LABOUR GAZETTE and LA GAZETTE DU TRAVAIL are
published monthly by the Canada Department of Labour, Public R
Branch, R. Brian O'Regan, Director.
CORRESPONDENCE—Address letters dealing with editorial mat
the Editor, The Labour Gazette.
SUBSCRIPTIONS—Canada: $5 a year, three years $10, single copi
cents; all other countries: $7 a year, three years $15, single copies 7
Send remittance by cheque or post office money order, payable to
Receiver General of Canada, to Information Canada, Publishing D
Ottawa, K1A 0S9, Canada. All subscriptions payable in advance.
BOUND VOLUMES—$7.50 a copy delivered in Canada, $10 a co
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address label, to Information Canada, Publishing Division, Ottawa
Canada.
INDEXED IN: Canadian Periodical Index, Index to Canadian Leg
Periodical Literature, Public Affairs Information Service Bulletin, a
Employment Relations Abstracts.

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LPIU LOCAL NO. 124 TORONTO

THORN PRESS